

UNITED STATES DISTRICT COURT

MIDDLE DISTRICT OF ALABAMA
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July 16, 2007

NOTICE OF CORRECTION

From: Clerk's Office

**Case Style: Steve Adams vs. Merchants Foodservice, et al
Case Number: 2:06cv707-ID**

Pleading : #14 - Evidentiary Submission w/Exhibit A-B

Notice of Correction is being filed this date to advise that the referenced pleading was docketed on July 16, 2007 without "Exhibit B" attached.

The corrected pdf document is attached to this notice.

**IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF ALABAMA
NORTHERN DIVISION**

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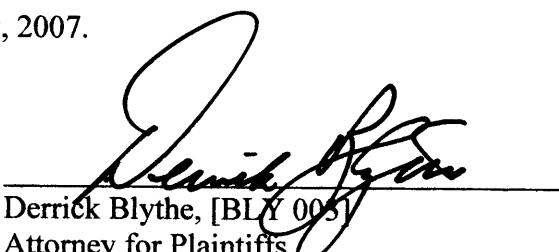
STEVE ADAMS,)
Plaintiff,)
v.) Civil Action No. 2:06-cv-00707-ID-CSC
MERCHANTS FOODSERVICE, et al.,)
Defendants.)

**PLAINTIFF'S EVIDENTIARY MATERIALS IN SUPPORT OF RESPONSE IN
OPPOSITION TO DEFENDANTS' MOTION FOR SUMMARY JUDGMENT**

COMES NOW the Plaintiff in the above-styled cause and submits this, his Evidentiary Submissions in Support of his Response in Opposition to Defendants' Motion for Summary Judgment.

Exhibit A	Deposition of Steve Adams, April 4, 2007, and attached Exhibits thereto
Exhibit B	Affidavit of Steve Adams

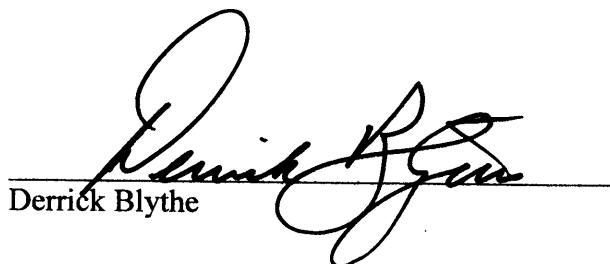
Respectfully submitted this 12 day of July, 2007.


 Derrick Blythe, [BLY 005]
 Attorney for Plaintiffs
 126 Marshall Street
 Alexander City, AL 35010
 (256)234-4101

CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing has been served upon the following counsel of record by placing a copy of the same in the U.S. Mail, postage prepaid, on this 12 day of July, 2007, addressed as follows:

Thomas A Davis, Esq.
J. Tobias Dykes, Esq.
CONSTANGY, BROOKS & SMITH, LLC
Suite 900, One Federal Place
1819 Fifth Avenue North
Birmingham, AL 35203


Derrick Blythe

007 Page 1 of 84

FREEDOM COURT REPORTING

<p>1 IN THE UNITED STATES DISTRICT COURT 2 FOR THE MIDDLE DISTRICT OF ALABAMA 3 NORTHERN DIVISION 4 5 CIVIL ACTION NO.: 2:06-CV-00707-ID-CSC 6 7 STEVE ADAMS, 8 Plaintiff, 9 10 vs. 11 12 MERCHANTS FOODSERVICE; et al., 13 Defendants. 14 15 16 DEPOSITION TESTIMONY OF: 17 STEVE ADAMS 18 19 20 STIPULATIONS 21 IT IS STIPULATED AND 22 AGREED by and between the parties 23 through their respective counsel that</p>	<p>1 objections and assign grounds at the 2 time of trial or at the time said 3 deposition is offered in evidence, or 4 prior thereto. 5 In accordance with Rule 5(d) 6 of the Alabama Rules of Civil Procedure, 7 as amended, effective May 15, 1998, I, 8 Mandy Bryant, am hereby delivering to J. 9 Tobias Dykes, Esq., the original 10 transcript of the oral testimony taken 11 the 4th day of April, 2007, along with 12 exhibits. 13 Please be advised that this is 14 the same and not retained by the Court 15 Reporter, nor filed with the Court.</p>
<p>1 the deposition of STEVE ADAMS 2 may be taken before Mandy Bryant, a 3 Court Reporter and Notary Public for the 4 State at Large, at the offices of 5 Constangy, Brooks & Smith, L.L.C., One 6 Federal Place, Suite 900, 1819 Fifth 7 Avenue North, Birmingham, Alabama 35203, 8 on the 4th day of April, 2007, 9 commencing at approximately 10:20 a.m. 10 IT IS FURTHER STIPULATED 11 AND AGREED that the signature to and the 12 reading of the deposition by the witness 13 is waived, the deposition to have the 14 same force and effect as if full 15 compliance had been had with all laws 16 and rules of Court relating to the 17 taking of the depositions. 18 IT IS FURTHER STIPULATED 19 AND AGREED that it shall not be 20 necessary for any objections to be made 21 by counsel to any questions except as to 22 form or leading questions and that 23 counsel for the parties may make</p>	<p>Page 2</p> <p>1 I N D E X</p> <p>2 3 EXAMINATION BY: PAGE NO. 4 Mr. Dykes 7 5 Mr. Blythe 210</p> <p>6 7 8 E X H I B I T S</p> <p>9 10 FOR THE DEFENDANTS: 11 1 - Notice of Deposition 61 12 2 - Document 64 13 3 - Social Security Statement 65 14 4 - Earnings Statement 66 15 5 - Photocopy of W-2s 67 16 6 - Application for 17 Employment 108 18 7 - Correspondence 109 19 8 - Resignation Letter and 20 Exit Interview 113 21 9 - Benefits Document 117 22 10 - Incentive Program 121 23 11 - Employee Check History 123</p>

1 (Pages 1 to 4)

**367 VALLEY AVENUE
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FREEDOM COURT REPORTING

Page 5	Page 7
1 E X H I B I T S (continued)	
2	
3 12 - Photocopy of Paychecks 127	1 I, Mandy Bryant, a Court
4 13 - Acknowledgment of Employment	2 Reporter and Notary Public, State of
5 Status 128	3 Alabama at Large, acting as
6 14 - Acknowledgment of Receipt	4 Commissioner, certify that on this date,
7 of Handbook 130	5 pursuant to the Alabama Rules of Civil
8 15 - Employee Handbook 130	6 Procedure, and the foregoing stipulation
9 16 - Acknowledgment of Receipt	7 of counsel, there came before me at the
10 of Handbook 131	8 offices of Constangy, Brooks & Smith,
11 17 - Employee Handbook 132	9 L.L.C., One Federal Place, Suite 900,
12 18 - E-Mail 168	10 1819 Fifth Avenue North, Birmingham,
13 19 - Employee Turnover Analysis	11 Alabama 35203, commencing at
14 Report 174	12 approximately 10:20 a.m., on the 4th day
15 20 - Letter of Resignation 181	13 of April, 2007, STEVE ADAMS, witness in
16 21 - Complaint 182	14 the above cause, for oral examination,
17	15 whereupon the following proceedings were
18	16 had:
19	
20	17
21	18 STEVE ADAMS,
22	19 being first duly sworn, was examined
23	20 and testified as follows:
	21
	22 EXAMINATION BY MR. DYKES:
	23 Q. Mr. Adams, we just introduced
Page 6	Page 8
1 APPEARANCES	
2	
3 PRESENT FOR THE PLAINTIFF:	1 ourselves a minute ago. I'm Toby Dykes.
4 Derrick Blythe, Esq.	2 For the record, can you just state your
5 ATTORNEY AT LAW	3 name?
6 126 Marshall Street	4 A. Full name is Charles Steven
7 Alexander City, Alabama 35010	5 Adams.
8	6 Q. Have you ever gone by any other
9	7 names?
10 PRESENT FOR THE DEFENDANT MERCHANTS	8 A. Most people call me Steve. I
11 FOODSERVICE:	9 mean, that's -- you know, any legal
12 J. Tobias Dykes, Esq.	10 stuff as far as buying a home or a car,
13 CONSTANGY, BROOKS & SMITH, L.L.C.	11 I do Charles S. or Charles Steven. But
14 One Federal Place, Suite 900	12 just Steve Adams is what I normally go
15 1819 Fifth Avenue North	13 by.
16 Birmingham, Alabama 35203	14 Q. But no other legal names or
17	15 anything?
18	16 A. No.
19 ALSO PRESENT:	17 Q. No aliases?
20 Mr. Andy Mercier	18 A. Huh-uh (shaking head
21	19 negatively).
22	20 Q. I represent Merchants
23	21 Foodservice in the claim that you have
	22 filed against them that we're here about
	23 today, and I'm going to be asking you

2 (Pages 5 to 8)

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FREEDOM COURT REPORTING

Page 9	Page 11
1 some questions about your claim. 2 A. Uh-huh. 3 Q. Do you understand that you've 4 just been placed under oath? 5 A. I do. 6 Q. Do you understand that this 7 deposition has the same force and effect 8 as it would -- as your testimony would 9 if we were sitting in court? 10 A. I do. 11 Q. Now, I'm going to ask you a good 12 number of questions today. I don't 13 always ask the best questions. If you 14 don't understand a question, will you 15 tell me? 16 A. Uh-huh. 17 Q. One thing, just to help her job, 18 and I know you say uh-huh there, if 19 you'll answer a yes or no. 20 A. Okay. 21 Q. It's hard for her to type that 22 out. 23 A. Yes. All right.	1 18 -- 18 and a half years. I don't 2 remember when we actually bought the 3 house or moved there, but it was before 4 my son was born, shortly there before. 5 Q. Who lives in that house with 6 you? 7 A. My wife, son, and daughter. 8 Q. What is your wife's name? 9 A. Laura. 10 Q. And your son's name is Zac? 11 A. Zac. And Hannah is my daughter. 12 Q. And Zac is 17? 13 A. Uh-huh. 14 Q. How old is -- 15 A. Yes. 16 Q. How old is Hannah? 17 A. She's 14. 18 Q. Are those your only children? 19 A. Yes. 20 Q. I take it neither of them are 21 married? 22 A. No. 23 Q. Where does Laura work?
Page 10	Page 12
1 Q. Have you ever given a deposition 2 before? 3 A. No, I haven't. 4 Q. Have you taken any medications 5 or had any beverages or anything that 6 would prevent you from testifying 7 truthfully today? 8 A. No. 9 Q. What's your Social Security 10 number? 11 A. 423-88-1240. 12 Q. Your date of birth? 13 A. 11/28/58. 14 Q. What's your driver's license 15 number? 16 A. 3763951. 17 Q. Where do you live? 18 A. Address? 19 Q. Yes. 20 A. 931 Overhill Drive, Alexander 21 City, Alabama. 22 Q. How long have you lived there? 23 A. Zac is 17, so I'm going to say	1 A. She works at Russell Medical 2 Center. 3 Q. How long has she worked there? 4 A. This is just a guess, but I 5 would say 14 months. She had her 6 anniversary there not long ago, so 7 I'm -- 14 months. 8 Q. What does she do at Russell 9 Medical Center? 10 A. She is the executive assistant 11 to the CEO of the hospital. 12 Q. Is Russell Medical Center in 13 Alex City? 14 A. Yes. 15 Q. Where did she work prior to 16 that? 17 A. She worked for the Lake Martin 18 Regional Economic Development Alliance, 19 I believe is the correct name for it. 20 Q. What did she do there? 21 A. She was an administrative 22 assistant to the director. 23 Q. Did she ever work at SYSCO?

3 (Pages 9 to 12)

**367 VALLEY AVENUE
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FREEDOM COURT REPORTING

Page 13	Page 15
1 A. She did.	1 don't know if -- overall, I guess, you
2 Q. When did she work for SYSCO?	2 know, 18 years cumulatively.
3 A. From 1999 until she started at	3 Q. When did y'all divorce for those
4 the Economic Alliance, which I don't	4 two years?
5 remember the date on that, but --	5 A. '93 through '95, I guess.
6 Q. What was her job at SYSCO?	6 Q. Have you been married to anybody
7 A. She was the executive assistant	7 other than Laura?
8 to the president of SYSCO Central	8 A. No, I have not.
9 Alabama.	9 Q. Ever been engaged to anybody
10 Q. Were you working at SYSCO when	10 other than Laura?
11 she started there?	11 A. Nobody other than Laura.
12 A. I was.	12 Q. Okay. And I realize this is
13 Q. Were you able to help her get	13 going to be kind of a broad question,
14 the job, or is that something she did on	14 but do you have any relatives that live
15 her own?	15 there in Alex City with y'all or in that
16 A. I told our HR director that she	16 area?
17 would -- that Laura was looking for a	17 A. My mother lives there. My
18 job, so to speak, and she asked me just	18 sister lives there. Now, by relative,
19 to tell Laura to send her resume. I	19 do you mean blood relative to me or --
20 guess that was my involvement in it.	20 Q. Well, let's start with --
21 The rest of it, she did on her own as	21 A. Okay.
22 far as the interview and stuff.	22 Q. Does your mom live by herself?
23 Q. How long did she continue	23 A. She does.
Page 14	Page 16
1 working there at SYSCO after you left?	1 Q. What is her name?
2 A. Like I said, I don't remember	2 A. Her -- Willie, W-I-L-L-I-E, Jo,
3 the date she started at the Economic	3 J-O, Adams.
4 Alliance. But it was, I'm going to say,	4 Q. And what's your sister's name?
5 six months. But that's totally a guess	5 A. Her name is Nyla, N-Y-L-A,
6 and I don't guess that's -- you know.	6 Parrish.
7 Q. I realize dates are hard and I'm	7 Q. Is that P-A-R-I-S-H?
8 just trying to get an idea of generally	8 A. Two Rs.
9 if it was a month or two or if it was a	9 Q. Two Rs. And does she live in
10 year or what. And that sounds like it	10 Alex City?
11 was somewhere in between.	11 A. She does.
12 A. Uh-huh.	12 Q. What's her husband's name?
13 Q. Did she leave SYSCO voluntarily?	13 A. She's not married.
14 A. Yes.	14 Q. Not married. Okay. Does she
15 Q. How long have y'all been	15 have any children over 18?
16 married? It's a tough question, I know.	16 A. No children, period.
17 A. We were married -- I'm trying to	17 Q. Do you have any other brothers
18 think. I'm glad she's not sitting here.	18 or sisters that live in the area?
19 But October the 25th, 1986.	19 A. My brother lives in Montgomery.
20 Q. Okay.	20 Q. What's his name?
21 A. Now, Laura and I separated for	21 A. William.
22 two years or actually were divorced for	22 Q. Is he married?
23 two years and then remarried. So I	23 A. He is.

4 (Pages 13 to 16)

**367 VALLEY AVENUE
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FREEDOM COURT REPORTING

<p style="text-align: right;">Page 17</p> <p>1 Q. What's his wife's name? 2 A. Carla. 3 Q. Do they have any children? 4 A. A daughter, Ashley Ann. 5 Q. How old is she? 6 A. 11 or 12. 7 Q. Any other brothers or sisters 8 that -- 9 A. No. Just the two siblings. 10 Q. Okay. Have you got any other 11 blood relatives that live in the area? 12 A. Got my uncle. Eldridge Bolin 13 lives in Alex City. 14 Q. Is he married? 15 A. He is. 16 Q. What's his wife's name? 17 A. Willa Jean. 18 Q. And as I said, the reason I ask, 19 this is just for a jury, just to know -- 20 if we go to trial and we get a jury, I 21 just kind of need to know who your 22 family is. Because I know for the most 23 part, you want them on the jury. We</p>	<p style="text-align: right;">Page 19</p> <p>1 A. Okay. 2 Q. -- probably 90 miles or so 3 around there, I guess. Well, 60, 4 somewhere in there. Not as far north as 5 Birmingham. No further north than 6 Clanton. 7 How about your wife, does she 8 have any family in the area? 9 A. Uh-huh. Her mom and dad both 10 live there. 11 Q. What's their names? 12 A. Larry and Joyce Peterson. 13 Q. Does she have any other 14 siblings? 15 A. Her sister Rhonda Langford. Her 16 husband is Jerry. 17 Q. Do they have any children over 18 18? 19 A. Two. 20 Q. Okay. What are their names? 21 A. Cameron Langford and their 22 daughter Casey. Lambert is her married 23 name. She -- actually, Casey lives in</p>
<p style="text-align: right;">Page 18</p> <p>1 wouldn't. So I've got to ask those 2 questions. Do Eldridge and Willa Jean 3 have any children over 18? 4 A. Actually, it's -- Willa Jean is 5 his second wife. My aunt died. 6 Q. Okay. 7 A. So uncle's got a daughter named 8 Gloria Payne that lives in -- or Gloria 9 Willis, excuse me, that lives in 10 Dadeville. 11 Q. All right. Have you got any 12 other blood relatives in the area? 13 A. Not in the area, no. 14 Q. And I guess when I say "in the 15 area," I kind of mean Montgomery, Alex 16 City. 17 A. I've got an uncle and aunt that 18 live here in Birmingham. 19 Q. Okay. And that's fine. 20 A. Okay. 21 Q. We're in the Middle District of 22 Alabama, which would cover Montgomery 23 and --</p>	<p style="text-align: right;">Page 20</p> <p>1 Atlanta. Cameron lives in Opelika. 2 Q. Okay. Does your wife have any 3 other siblings? 4 A. Sister Lisa Whitman lives in 5 Notasulga. 6 Q. Where is that? 7 A. Between Auburn and Montgomery. 8 It's in Macon County, I believe, but -- 9 Q. Okay. Is she married? 10 A. No. 11 Q. Any other siblings your wife 12 has? 13 A. A sister, Jean Peterson. 14 Q. Where does she live? 15 A. She lives in Alex City. 16 Q. Is she married? 17 A. No. 18 Q. Any children over 18? 19 A. No. Now, Lisa does have two 20 daughters that are over 18. 21 Q. Does she? Okay. What are their 22 names, or where do they live, I guess 23 first?</p>

5 (Pages 17 to 20)

**367 VALLEY AVENUE
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FREEDOM COURT REPORTING

Page 21	Page 23
1 A. Well, both live in Notasulga.	1 A. I know one was speeding. And, I
2 Q. Okay. What are their names, if	2 mean, all these were back 20, 25 years
3 you remember?	3 ago. I don't --
4 A. Kelly is -- Kelly Whitman and	4 Q. Ever been arrested?
5 Brittany Weldon.	5 A. For a traffic violation, yes.
6 Q. All right. Does your wife have	6 Q. But other than the traffic?
7 any other family in the area?	7 A. No. No. No.
8 A. Not in the area, no.	8 Q. Okay. Have you ever filed
9 Q. Do you go to church?	9 what's called a charge of discrimination
10 A. (Witness nods head.) Yes.	10 with the Equal Employment Opportunity
11 Q. Where do you go?	11 Commission?
12 A. Calvary Heights Baptist.	12 A. No.
13 Q. Is that in Alex City?	13 Q. Ever filed a workers' comp
14 A. Yes.	14 claim?
15 Q. Are you a member of any social	15 A. No.
16 clubs or anything in Alex City?	16 Q. So I take it you've never sought
17 A. No.	17 Social Security disability or anything
18 Q. Any hunting lodges or fishing	18 like that?
19 lodges or anything?	19 A. No.
20 A. No. My brother and I, we've got	20 Q. Where did you go to high school?
21 a farm in Coosa County, but --	21 A. Benjamin Russell.
22 Q. Other than the lawsuit you filed	22 Q. Where is that?
23 against Merchants Foodservice, have you	23 A. There in Alex City.
Page 22	Page 24
1 filed any other lawsuits?	1 Q. Have you pretty much lived in
2 A. No.	2 Alex City all of your life?
3 Q. Have you ever been involved,	3 A. Other than the time I was at
4 other than this one, in a lawsuit as a	4 school at Auburn, yeah. I mean, I've
5 witness or anything like that?	5 always been a full-time Alex City
6 A. No.	6 resident, I guess.
7 Q. And I know you've got the	7 Q. What year did you graduate from
8 divorce. I assume you went to court for	8 Benjamin Russell?
9 that. But other than that, have you	9 A. 1977.
10 ever been to court for anything?	10 Q. Did you go to Auburn after you
11 A. No.	11 graduated?
12 Q. Ever been called to a jury?	12 A. No. Actually, I went to the
13 A. I served on jury duty one time.	13 junior college there in Alex City for
14 Q. What kind of case was it?	14 two years.
15 A. The case I actually got struck	15 Q. What junior college is that?
16 for the jury on was a murder case.	16 A. Now it's called Central Alabama
17 Q. Okay. Any other time you've	17 Community College. When I went, it was
18 been to court?	18 Alexander City Junior College.
19 A. Just traffic violations.	19 Q. Did you get a degree from there?
20 Q. Traffic violations?	20 A. I think you call it an
21 A. Yeah.	21 associates or whatever, but --
22 Q. Okay. What type of traffic	22 Q. Okay. Was it in anything in
23 violations?	23 particular?

6 (Pages 21 to 24)

**367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660**

FREEDOM COURT REPORTING

Page 25	Page 27
1 A. No.	1 on-the-job training, let's kind of work
2 Q. Where did you go after you got	2 through your employment history. When
3 that degree?	3 you got out of school, when you left
4 A. When I left the junior college,	4 Auburn, did you go to work after that?
5 I went to Auburn. That's when I went to	5 A. Yes, I did. I worked at Russell
6 Auburn.	6 Corporation.
7 Q. And the junior college was a	7 Q. What did you do at Russell?
8 two-year program?	8 A. I don't remember the order in --
9 A. Two-year.	9 the chronological order. But, I mean,
10 Q. Did you get a degree from	10 I've knitted there. I worked in screen
11 Auburn?	11 printing. Worked in the trim department
12 A. No, I did not.	12 and --
13 Q. How long were you there?	13 Q. Were you ever a supervisor --
14 A. Two quarters.	14 A. No.
15 Q. Why did you leave?	15 Q. -- at Russell?
16 A. I broke my collarbone during	16 A. No.
17 spring break and didn't go to school	17 Q. How long did you work there?
18 that quarter because of just being	18 A. I guess until 1984 is when I
19 incapacitated and --	19 went in the car business, so --
20 Q. Just didn't go back?	20 (Interruption.)
21 A. Just didn't go back.	21 Q. (BY MR. DYKES:) What made you
22 Q. Okay. Any other schooling?	22 decide to leave Russell and go into the
23 A. Actually, ten years later, I	23 car business?
Page 26	Page 28
1 enrolled at Faulkner in Montgomery and	1 A. The owner of the Ford dealership
2 actually have my bachelor's degree from	2 was a good friend of mine and just made
3 Faulkner.	3 it sound like something I'd want to do.
4 Q. How long did that take?	4 Q. Was it better pay?
5 A. I think it was -- and, there	5 A. I made more money there, yes.
6 again, I'm going to say a year.	6 Q. What did you do at the Ford
7 Q. Okay. Is it in a particular	7 dealership?
8 area, the bachelor's degree?	8 A. New and used car sales.
9 A. It's business administration, is	9 Q. Do you have a schedule that you
10 what my degree or diploma says.	10 worked?
11 Q. Any other type of any other	11 A. We worked some form of Monday
12 schooling?	12 through Friday and then a half a day on
13 A. No.	13 Saturday.
14 Q. Have you had any other type of	14 Q. Were you ever a supervisor
15 training or anything? And I assume you	15 there?
16 probably did with jobs that you were	16 A. No.
17 hired into --	17 Q. Did you notice if the
18 A. Yeah.	18 supervisors worked more than the
19 Q. -- you got some training. But	19 salesmen?
20 anything outside --	20 A. They didn't.
21 A. Nothing as far as formal	21 Q. Where did you go from the Ford
22 education, no.	22 dealership?
23 Q. And I guess talking about	23 A. I went to work for Everett

7 (Pages 25 to 28)

367 VALLEY AVENUE
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FREEDOM COURT REPORTING

Page 29	Page 31
<p>1 Meadows Construction.</p> <p>2 Q. Why did you leave and go to</p> <p>3 Everett Meadows?</p> <p>4 A. Just it got to where I could no</p> <p>5 longer make a living in the car</p> <p>6 business.</p> <p>7 Q. Why was that?</p> <p>8 A. I wasn't selling any cars.</p> <p>9 Q. Did you leave voluntarily, or</p> <p>10 were you asked to leave?</p> <p>11 A. Yes -- no. They asked me --</p> <p>12 tried to get me to stay and offered to</p> <p>13 change my pay structure, but I'd already</p> <p>14 committed to take this other job.</p> <p>15 Q. When you were having trouble</p> <p>16 selling cars, did you try to work longer</p> <p>17 hours or anything to help with that?</p> <p>18 A. I don't understand your</p> <p>19 question.</p> <p>20 Q. Well, did you try to be in the</p> <p>21 store more in hopes of selling more</p> <p>22 cars?</p> <p>23 A. Well, the dealership had certain</p>	<p>1 same. They, you know, warehouse</p> <p>2 groceries during the day and select them</p> <p>3 and ship them at night, so --</p> <p>4 Q. Did you say you went in as an</p> <p>5 operations manager for them?</p> <p>6 A. No, I did not.</p> <p>7 Q. What job did you go into there</p> <p>8 as?</p> <p>9 A. I actually started -- they hired</p> <p>10 me to be -- I'm going to call it a</p> <p>11 relief salesperson --</p> <p>12 Q. Okay.</p> <p>13 A. -- to learn the vacation routes</p> <p>14 of the various salespeople, so when they</p> <p>15 were off or whatever, I could fill in</p> <p>16 and run those routes. And the other</p> <p>17 part of my time, I spent as a buyer</p> <p>18 buying the retail grocery items and</p> <p>19 candy and tobacco.</p> <p>20 Q. Kind of walk me through your</p> <p>21 progression there, in terms of what job</p> <p>22 you went to next and so on.</p> <p>23 A. Within that company?</p>
Page 30	Page 32
<p>1 hours they were open and that's the</p> <p>2 hours I worked.</p> <p>3 Q. Okay. So you tried to be there</p> <p>4 when the dealership was open to help</p> <p>5 sell cars?</p> <p>6 A. Yes, I guess, to answer your</p> <p>7 question.</p> <p>8 Q. At Everett Meadows, did you just</p> <p>9 work as a carpenter?</p> <p>10 A. Uh-huh.</p> <p>11 Q. Okay. Were you ever a</p> <p>12 supervisor there?</p> <p>13 A. No.</p> <p>14 Q. Why did you leave Everett</p> <p>15 Meadows?</p> <p>16 A. I was offered the job at Alex</p> <p>17 City Provision Company.</p> <p>18 Q. What type of company is that?</p> <p>19 A. They are a wholesale food</p> <p>20 distributor.</p> <p>21 Q. How does what they do compare to</p> <p>22 what Merchants Foodservice does?</p> <p>23 A. In essence, I guess they're the</p>	<p>1 Q. Yeah.</p> <p>2 A. Just in that position till -- I</p> <p>3 think they hired me with -- in mind of</p> <p>4 me working my way into sales full-time</p> <p>5 and that didn't transpire. So when I</p> <p>6 wasn't needed in the relief role of</p> <p>7 sales, I actually worked in the</p> <p>8 warehouse along with the operations</p> <p>9 manager and just learning how the</p> <p>10 warehouse works and that type stuff.</p> <p>11 And the operations manager actually had</p> <p>12 a heart attack in -- somewhere there, I</p> <p>13 think -- don't recall the year. But he</p> <p>14 was out of work for a long period of</p> <p>15 time. He had open heart surgery. When</p> <p>16 he returned, he needed to be on</p> <p>17 limited/light duty, so we just more or</p> <p>18 less did a role reversal. He became me</p> <p>19 and I became him.</p> <p>20 Q. When did you become the</p> <p>21 operations manager there? Do you know a</p> <p>22 date or time frame?</p> <p>23 A. When he returned to work is --</p>
	8 (Pages 29 to 32)

FREEDOM COURT REPORTING

Page 33	Page 35
<p>1 and was given his limited ability or 2 what he could do because of his 3 condition, when that happened or time 4 frame on it as far as pinning it down, I 5 can't.</p> <p>6 Q. Do you know how long you worked 7 as an operations manager there?</p> <p>8 A. Probably three-plus years.</p> <p>9 Q. As the operations manager there, 10 who did you report to?</p> <p>11 A. The owner of the company.</p> <p>12 Q. So it was the owner and then it 13 was the ops manager. Was there any 14 other type of manager there that was 15 higher than you or the same level as 16 you?</p> <p>17 A. Same level as me would have been 18 the sales manager who was over sales.</p> <p>19 Q. Okay. What did you do as the 20 operations manager?</p> <p>21 A. Responsible for the day shift 22 operations, the night shift operations, 23 and transportation.</p>	<p>1 morning shift, I've helped start the 2 night shift, and just in between.</p> <p>3 Q. As the operations manager, were 4 you kind of responsible to make sure 5 things got done?</p> <p>6 A. Well, actually, I had 7 supervisors who were responsible, but I 8 was ultimately -- the ultimate 9 responsible person, yes.</p> <p>10 Q. Did you work nights during that 11 time period?</p> <p>12 A. I did.</p> <p>13 Q. Did you work any Saturdays?</p> <p>14 A. Maybe once or -- one or two 15 Saturdays in a five-year period. We 16 just didn't open on Saturdays.</p> <p>17 Q. As the operations manager there, 18 if you were getting ready to go and 19 there was a problem that needed to be 20 fixed, would you stay to help fix the 21 problem or would you leave?</p> <p>22 A. When that happened, I would 23 stay.</p>
Page 34	Page 36
<p>1 Q. As the ops manager, did you have 2 a set schedule that you worked?</p> <p>3 A. The last couple of years I 4 worked there, I did. It was sort of -- 5 when I first took over, it was sort of 6 as-needed.</p> <p>7 Q. What was the name of the owner?</p> <p>8 A. Hugh Nabors.</p> <p>9 Q. And who was the sales manager?</p> <p>10 A. Wayne Fuller, and then he was 11 followed up by John Spain. John was the 12 sales manager when I left.</p> <p>13 Q. Okay. You said the last couple 14 of years you had more of a set schedule. 15 Before that, you said it was kind of all 16 over the place?</p> <p>17 A. Uh-huh.</p> <p>18 Q. What do you mean by that?</p> <p>19 A. The warehouse didn't run as 20 smooth then as I would like. It had 21 some problems, some issues, and I would 22 work when I needed to, you know, as far 23 as I've come in to help finish the</p>	<p>1 Q. Is that something you think is 2 expected of an operations manager?</p> <p>3 A. Well, I'm going to say he should 4 have it running where he doesn't have 5 those problems come up. But on given 6 limited times, then, yes, if it happened 7 every now and then, he should stay. But 8 if it's happening more than 9 occasionally, he's got something wrong 10 with the way he's running the place or 11 there's something wrong with the way the 12 place is being run.</p> <p>13 Q. So let's say it's happening more 14 than occasionally, what would you -- I 15 mean, what do you think, as operations 16 manager, should be done to fix it?</p> <p>17 A. I guess find out what the -- 18 what the problem is and address that. 19 And if you fix the problem, the problem 20 will go away.</p> <p>21 Q. And trying to fix the problem, 22 could that require more work for the 23 operations manager?</p>

9 (Pages 33 to 36)

FREEDOM COURT REPORTING

Page 37	Page 39
<p>1 A. Yes, it could.</p> <p>2 Q. Would it be surprising if it 3 required more work to try to fix the 4 problem that was there in the 5 operations?</p> <p>6 A. I guess I want to say something 7 here that I --</p> <p>8 MR. BLYTHE: Go ahead and say 9 what you want to say.</p> <p>10 A. I mean, I see where you're 11 heading me or trying to point me. My 12 whole point here is that I had no idea 13 the place was in the mess it was in when 14 I went to work there. That's not what I 15 was told. Had I known it was in a mess, 16 I wouldn't have been the one there 17 trying to fix it.</p> <p>18 Q. Okay. And --</p> <p>19 A. So --</p> <p>20 Q. And I understand that. But if 21 you're working as the operations manager 22 and there's a problem, it would be your 23 job as operations manager to try to fix</p>	<p>1 among your employees?</p> <p>2 A. Yes.</p> <p>3 Q. Did you ever lose any managers 4 or any supervisors while you worked 5 there?</p> <p>6 A. Not while I was employed there, 7 no. I've had one guy that was my day 8 shift manager there. George Bluestill 9 is still there. And the night manager, 10 Mark Lightsey -- well, actually, he 11 replaced George, who died. But the last 12 time I was by there, Mark was still 13 working there and they were there the 14 whole time I was operations manager.</p> <p>15 Q. Were you paid a salary there?</p> <p>16 A. I was.</p> <p>17 Q. Did you get the same salary no 18 matter how many hours you worked?</p> <p>19 A. I did.</p> <p>20 Q. How did your vacation work 21 there?</p> <p>22 A. After you'd been there a year, 23 you got a week. I think it was two</p>
Page 38	Page 40
<p>1 it?</p> <p>2 A. Yes.</p> <p>3 Q. When you were not the operations 4 manager at Alex City Provision, did 5 your -- did the operations manager who 6 had the heart attack, when there were 7 problems, would he stay and fix them?</p> <p>8 A. He or myself, one, would, yes.</p> <p>9 Q. And what was the name of the 10 previous operations manager there?</p> <p>11 A. His name was Austin Roberson.</p> <p>12 Q. As operations manager there -- 13 and I'm still talking about at Alex City 14 Provision -- did things always run as 15 smoothly as you anticipated?</p> <p>16 A. At what -- are you talking about 17 the entire time there?</p> <p>18 Q. When you were the operations 19 manager.</p> <p>20 A. At the beginning, no. Like I 21 said, the last couple of years, they ran 22 real smooth.</p> <p>23 Q. Was there ever any turnover</p>	<p>1 weeks after two years, and then three 2 after ten.</p> <p>3 Q. Could you always take vacation 4 when you wanted to?</p> <p>5 A. I was never denied a request, 6 no.</p> <p>7 Q. Did y'all have an employee 8 handbook at the facility?</p> <p>9 A. Alex City Provision?</p> <p>10 Q. Uh-huh.</p> <p>11 A. We did.</p> <p>12 Q. Okay. Was it your understanding 13 that the policies in the employee 14 handbook were the policies that applied 15 to the employees?</p> <p>16 A. Yes. I mean, they're there as a 17 guideline. I mean, you can -- I guess 18 some human element factors in, in 19 certain circumstances. But by and 20 large, they're there for that purpose, 21 yeah.</p> <p>22 Q. Okay. Was the owner of the 23 facility a hands-on owner, or was he</p>

10 (Pages 37 to 40)

FREEDOM COURT REPORTING

Page 41	Page 43
1 somebody who was hands off?	1 Provision, the starting pay, as a
2 A. I don't understand your question	2 supervisor, was several thousand dollars
3 the way it's posed. I mean, he was at	3 more than what I was making as the ops
4 work every day, yes.	4 manager at Alex City Provision. So just
5 Q. Okay. That's what I'm just --	5 salary and benefits I guess, you know,
6 do you know what type of hours he	6 what that provided me to be able to do.
7 worked?	7 Q. Where was the SYSCO plant built?
8 A. I don't.	8 A. Where?
9 Q. Did you have any type of an	9 Q. Yes.
10 incentive program?	10 A. Calera.
11 A. At Alex City Provision?	11 Q. How close is that to Alex City?
12 Q. At Alex City Provision.	12 A. 62 miles.
13 A. No, I did not.	13 Q. How long did it take you to get
14 Q. So did you make your salary and	14 there?
15 then was there any possibility of	15 A. On a good day, a little less
16 getting more pay per year than what your	16 than an hour. On a bad day, an hour and
17 annual salary was going to be?	17 five minutes.
18 A. No.	18 Q. Did SYSCO make you a formal
19 Q. Where did you go to work after	19 offer to come work for them?
20 Alex City Provision?	20 A. Yes, they did.
21 A. SYSCO Foods.	21 Q. What was it? Do you remember
22 Q. Is it still known as Alex City	22 what that was?
23 Provision?	23 A. As far as --
Page 42	Page 44
1 A. No. Actually, it's -- they	1 Q. What the amount was of the
2 changed the name. It's Alabama Food	2 offer? What your pay was going to be?
3 Group now.	3 A. My salary was -- to start was
4 Q. Was that while you were working	4 \$40,000 a year.
5 there or --	5 Q. Was there going to be an
6 A. No. It was after I left.	6 incentive program there?
7 Q. Okay. What job did you go to	7 A. There was.
8 SYSCO as?	8 Q. How did that work?
9 A. Day shift supervisor.	9 A. They would set forth a certain
10 Q. Supervisor? Okay.	10 criteria at the beginning of each fiscal
11 Why did you leave Alex City	11 year. And depending, you know, it was
12 Provision?	12 six to eight categories that you could
13 A. SYSCO announced they were going	13 excel in and there were certain levels
14 to build a facility in Alabama. I guess	14 within those categories that you
15 anybody in the food service business --	15 achieved a certain percentage. And
16 or that's what I thought at that time.	16 whatever percentage you got, that was --
17 You know, you see SYSCO in every trade	17 times your salary was your bonus.
18 publication, blah-blah-blah. I just,	18 Q. Did Alex City Provision make a
19 exploratory more than anything, started	19 counteroffer to you or do anything to
20 the process of trying to find out how to	20 try to get you to stay?
21 go to work for them. Then when I	21 A. He asked me -- Hugh, when I met
22 learned more about the benefits, which	22 with him to tell him that I was leaving,
23 far outweighed what I had at Alex City	23 he offered to do whatever it would take

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 45</p> <p>1 to keep me.</p> <p>2 Q. What did you tell him?</p> <p>3 A. That I'd already committed to</p> <p>4 Eddie O'Connor that I would take the</p> <p>5 job.</p> <p>6 Q. What's the job title of Eddie</p> <p>7 O'Connor?</p> <p>8 A. When I first went to work for</p> <p>9 him, he was director of operations and</p> <p>10 during the interim a year or so later,</p> <p>11 he was named vice president of</p> <p>12 operations.</p> <p>13 Q. I want to go back to the bonus</p> <p>14 program there at SYSCO. What was the</p> <p>15 maximum percent bonus you could earn at</p> <p>16 SYSCO?</p> <p>17 A. I don't remember exactly the</p> <p>18 formula for what it was. The last year</p> <p>19 I was there, my bonus was almost</p> <p>20 \$10,000, so you can equate that to an</p> <p>21 annual salary of -- I made \$992 a week,</p> <p>22 so it was almost 52,000 a year and my</p> <p>23 bonus was 10, so whatever that</p>	<p style="text-align: right;">Page 47</p> <p>1 the tie and high, which is so many per</p> <p>2 layer, so many high, so it would fit in</p> <p>3 the correct slot. And then do the</p> <p>4 put-aways, which is actually putting the</p> <p>5 merchandise into the warehouse. And</p> <p>6 once they scan the pallet complete,</p> <p>7 that's what entered it into your</p> <p>8 inventory. And then we also did</p> <p>9 letdowns or replenishments, which is</p> <p>10 preparing the warehouse for the night</p> <p>11 shift to start their selection process</p> <p>12 so they've got full slots to start</p> <p>13 selecting on when they came in.</p> <p>14 Q. Were you in that job the whole</p> <p>15 time you worked at SYSCO?</p> <p>16 A. I was.</p> <p>17 Q. What were the day shift hours?</p> <p>18 A. A normal day -- we started every</p> <p>19 morning at 6:00. I tried to arrive 15</p> <p>20 minutes early just so I could go ahead</p> <p>21 and do the letdowns for the day, which</p> <p>22 involved signing on the computer and</p> <p>23 just going to a program and printing off</p>
<p style="text-align: right;">Page 46</p> <p>1 formula -- that works out to be.</p> <p>2 Q. Was that the largest bonus you</p> <p>3 got while you worked there?</p> <p>4 A. It was.</p> <p>5 Q. How did the 10,000 compare --</p> <p>6 and I know it was your largest. But, I</p> <p>7 mean, was it significantly larger than</p> <p>8 you other bonuses or --</p> <p>9 A. To the best of my recollection,</p> <p>10 I have had as small a bonus as 4,200 and</p> <p>11 then I've had some that were 5 and</p> <p>12 7,000.</p> <p>13 Q. Kind of depended on how the</p> <p>14 operations were?</p> <p>15 A. How my numbers were, yeah.</p> <p>16 Q. In your job as day shift</p> <p>17 supervisor at SYSCO, tell me what you</p> <p>18 did.</p> <p>19 A. On day shift, we actually --</p> <p>20 that's when all the inbound freight came</p> <p>21 in. We did receiving, is what it's</p> <p>22 called. And we would actually unload</p> <p>23 the trucks, palletize the merchandise to</p>	<p style="text-align: right;">Page 48</p> <p>1 the slots that were empty that could be</p> <p>2 full. The crew would show up at 6:00</p> <p>3 and we'd have a brief two to five</p> <p>4 minutes -- a little preshift meeting,</p> <p>5 then the shift would go to work.</p> <p>6 Q. Okay. What was the typical</p> <p>7 shift?</p> <p>8 A. We tried to control our inbound</p> <p>9 freight and we knew a certain number of</p> <p>10 pallets, if everything showed up on</p> <p>11 time, what we could do. But we tried to</p> <p>12 keep our overtime to a minimum. So, you</p> <p>13 know, we scheduled our day where</p> <p>14 typically the crew was gone by 2:30 in</p> <p>15 the afternoon, 2:45.</p> <p>16 Q. How big a crew did you have?</p> <p>17 A. On the dry side, there were</p> <p>18 three and six. We started out -- when</p> <p>19 we started, we had six receivers and 12</p> <p>20 lift operators. When I left, we were --</p> <p>21 just because the people had learned</p> <p>22 their job, blah-blah-blah, whatever, and</p> <p>23 we could handle more freight and do it</p>

12 (Pages 45 to 48)

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FREEDOM COURT REPORTING

Page 49	Page 51
<p>1 with less people, I think I had five 2 receivers and ten full-time lift 3 operators.</p> <p>4 Of course, we had a recoup 5 person that would take care of what 6 damage we had. Had an inbound scheduler 7 and a will-call person who actually took 8 care of the phone-in orders for 9 customers that wanted to come pick a 10 case of this or that up through 11 will-call, so --</p> <p>12 Q. Okay.</p> <p>13 A. -- probably 15, 16 people.</p> <p>14 Q. Okay. At the Alex City 15 Provision, how many folks were you in 16 charge of?</p> <p>17 A. 12. No, don't -- let me add up. 18 I'm trying to think. 12 and eight is 19 20. Probably 28 to 35, something like 20 that. Then that's just strictly a 21 guess.</p> <p>22 Q. Size-wise, how did Alex City 23 Provision compare to Merchants</p>	<p>1 there?</p> <p>2 A. Yes.</p> <p>3 Q. Who did you report to as day 4 shift supervisor at SYSCO?</p> <p>5 A. My direct report was Kenny 6 Bowman.</p> <p>7 Q. What was his job title?</p> <p>8 A. He was day shift manager.</p> <p>9 Q. And who did Kenny report to?</p> <p>10 A. His direct report would have 11 been Doug Vertein.</p> <p>12 Q. Do you know how to spell that?</p> <p>13 A. V-E-R-T-E-I-N.</p> <p>14 Q. What was his job?</p> <p>15 A. He was the operations manager.</p> <p>16 Q. What type of schedule did Kenny 17 Bowman work?</p> <p>18 A. Kenny normally got there 19 probably around 7:00 and then left after 20 me in the afternoon.</p> <p>21 Q. How about Doug Vertein?</p> <p>22 A. Doug was 8:00 to 5:00.</p> <p>23 Q. How do you know he was 8:00 to</p>
Page 50	Page 52
<p>1 Foodservice?</p> <p>2 A. Alex City Provision was 3 probably -- probably did -- and this is 4 a guess.</p> <p>5 Q. Right, I understand that.</p> <p>6 A. From the time I left till I went 7 to Merchants, a lot transpired in there, 8 but --</p> <p>9 Q. Well, just while you were 10 working at Alex City Provision, how did 11 it compare numbers-wise to when you 12 started at Merchants Foodservice?</p> <p>13 A. They probably did 35 to 40 14 percent of the business that Merchants 15 did.</p> <p>16 Q. Did that mean that there were 17 more trucks coming and going at 18 Merchants than there were at Alex City 19 while you were there?</p> <p>20 A. Yes.</p> <p>21 Q. Were there more people working 22 at Merchants Foodservice than there were 23 at Alex City Provision while you were</p>	<p>1 5:00?</p> <p>2 A. That's what he always said. He 3 couldn't wait on 5:00 to get there where 4 he could leave, so --</p> <p>5 Q. Who did Doug report to?</p> <p>6 A. He reported to Eddie O'Connor.</p> <p>7 Q. Who was the VP of ops?</p> <p>8 A. Uh-huh.</p> <p>9 Q. Do you know if Doug Vertein's 10 schedule changed depending on what was 11 going on at work?</p> <p>12 A. I can't -- I mean, to my 13 knowledge, no. I mean, if -- I'm not 14 saying that that was his schedule, 15 verbatim, the whole time I was there. 16 It could have deviated from time to 17 time. But that was pretty much 18 predominantly his schedule.</p> <p>19 Q. But you left, most days, a 20 couple of hours before he would leave?</p> <p>21 A. Exactly.</p> <p>22 Q. So, typically, you weren't there 23 when he left?</p>

13 (Pages 49 to 52)

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FREEDOM COURT REPORTING

Page 53	Page 55
<p>1 A. No.</p> <p>2 Q. Okay. So the way you know or</p> <p>3 have knowledge of when he left is just</p> <p>4 from him saying he was 8:00 to 5:00?</p> <p>5 A. Right.</p> <p>6 Q. Was SYSCO open on weekends?</p> <p>7 A. We're closed on Saturday. Now,</p> <p>8 we actually had a crew that would come</p> <p>9 in on Sunday and work from 8:00 to 12:00</p> <p>10 on Sunday to do fresh chicken and</p> <p>11 produce so we'd have fresh product to go</p> <p>12 out of the warehouse Monday morning.</p> <p>13 Q. Did you ever work on Sundays?</p> <p>14 A. I have, yes.</p> <p>15 Q. As a daytime manager, I assume</p> <p>16 you probably didn't work nights at</p> <p>17 SYSCO.</p> <p>18 A. The only nights I worked at</p> <p>19 SYSCO were -- I think two different</p> <p>20 years, we did a role reversal, so to</p> <p>21 speak, where I would trade places with</p> <p>22 one of the night shift supervisors and</p> <p>23 work.</p>	<p>1 the house there that are still there</p> <p>2 driving forklifts and still receiving.</p> <p>3 I mean, probably three-fourths of the</p> <p>4 crew that I started with is still there.</p> <p>5 Q. On the day shift?</p> <p>6 A. On the day shift.</p> <p>7 Q. Okay. But you weren't</p> <p>8 responsible for night shift?</p> <p>9 A. No.</p> <p>10 Q. So you don't personally know</p> <p>11 what type of turnover there was at</p> <p>12 night?</p> <p>13 A. No, I don't.</p> <p>14 Q. Do you know what type of</p> <p>15 turnover there was among the drivers?</p> <p>16 A. No idea. There again, like the</p> <p>17 ones I knew, the drivers that actually</p> <p>18 worked out of there, not shuttle</p> <p>19 drivers, the same faces were there and</p> <p>20 still are today, you know. So I'm</p> <p>21 assuming it's relatively low because the</p> <p>22 same ones that were there when I started</p> <p>23 were there when I left.</p>
Page 54	Page 56
<p>1 Q. Okay.</p> <p>2 A. And he would work days.</p> <p>3 Q. Was there ever any turnover</p> <p>4 amongst the folks on your day shift at</p> <p>5 SYSCO?</p> <p>6 A. During the course of my time</p> <p>7 there, there were a few that left.</p> <p>8 Q. How many, do you think, left?</p> <p>9 A. Just a guess?</p> <p>10 Q. Yeah.</p> <p>11 A. While I was there, I would say</p> <p>12 on day shift, probably less than six.</p> <p>13 Q. How about night shift, do you</p> <p>14 know what kind of turnover they had?</p> <p>15 A. I don't. I know they would talk</p> <p>16 about in meetings that our night shift</p> <p>17 turnover rate was lower than it had --</p> <p>18 you know, than any other SYSCO house,</p> <p>19 comparatively speaking. But to put a</p> <p>20 number on it, I can't. I mean, I've</p> <p>21 still got friends that work at SYSCO</p> <p>22 that were forklift operators for me from</p> <p>23 the very beginning of -- you know, of</p>	<p>1 Q. Right. But, again, you weren't</p> <p>2 there so you weren't over</p> <p>3 transportation?</p> <p>4 A. No. No, sir.</p> <p>5 Q. At SYSCO, were you paid a</p> <p>6 salary?</p> <p>7 A. I was.</p> <p>8 Q. Do you get the same salary every</p> <p>9 paycheck?</p> <p>10 A. Until July the 1st when we got</p> <p>11 our raise, yeah, my salary was the same.</p> <p>12 Q. Be no matter how many hours you</p> <p>13 worked, you got the same salary?</p> <p>14 A. Right. And that's -- I knew</p> <p>15 that going in, so --</p> <p>16 Q. Okay. So if you went on those</p> <p>17 days you went in on a Sunday, that</p> <p>18 didn't affect your salary?</p> <p>19 A. Well, it didn't. But I'd get a</p> <p>20 day off the next week for that.</p> <p>21 Q. Do you always get a day off the</p> <p>22 next week?</p> <p>23 A. Yes. They actually had it where</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 57</p> <p>1 we would take the following Friday 2 because we gave up a day of our weekend. 3 The week we worked, they gave it to us 4 the following Friday to extend that 5 weekend to make up for it.</p> <p>6 Q. Do you know how many Sundays the 7 operations manager worked?</p> <p>8 A. None.</p> <p>9 Q. Never worked any?</p> <p>10 A. Not that I'm aware of.</p> <p>11 Q. If he worked a Sunday that you 12 weren't there, you wouldn't know if he 13 was there?</p> <p>14 A. I wouldn't know it.</p> <p>15 MR. BLYTHE: Is this a good 16 place to take a break?</p> <p>17 MR. DYKES: Yeah. We can take a 18 break. That's fine.</p> <p>19 (A break was taken.)</p> <p>20 Q. (BY MR. DYKES:) As the day 21 shift operator or day shift manager at 22 SYSCO, if there were problems that 23 happened on your shift, would you have</p>	<p style="text-align: right;">Page 59</p> <p>1 have to stay till 6:00 or later to fix a 2 problem? 3 A. -- no, I guess not. I mean, 4 you're speaking in the hypothetical, I 5 guess, but --</p> <p>6 Q. It's not something that would -- 7 if you're an operations manager of a 8 facility and there's a problem that 9 needs to be fixed, as operations 10 manager, you would want to make sure you 11 stayed to get it fixed?</p> <p>12 A. I would want it fixed, yes.</p> <p>13 Q. Yeah. Okay. Even if that meant 14 you're staying a little longer than you 15 had anticipated?</p> <p>16 A. Yes.</p> <p>17 Q. The Alex City Provision, was 18 that family owned?</p> <p>19 A. It was.</p> <p>20 Q. How did you like working for a 21 family-owned company?</p> <p>22 A. Hugh was always good to me as 23 far as -- you know, I didn't have a</p>
<p style="text-align: right;">Page 58</p> <p>1 to stay late to fix those?</p> <p>2 A. When we -- when we had problems, 3 we fixed them, yes. I mean, you didn't 4 leave stuff unattended, so --</p> <p>5 Q. Do you know, was it the same way 6 for the ops manager? If there were 7 problems, he would be responsible for 8 staying until they got fixed?</p> <p>9 A. Now, any responsible [sic] that 10 I had to stay for always happened within 11 the scope of his regular scheduled time 12 anyway. I mean, it wasn't like I was 13 there after 5:00 putting fires out or 14 anything like that. So I don't know.</p> <p>15 Q. But you typically left at 3:00, 16 so if a problem came up and you needed 17 to fix it, you might have to stay till 18 4:00?</p> <p>19 A. Yeah.</p> <p>20 Q. Okay. And with the ops manager, 21 I know you weren't there when he left, 22 but would you have been surprised if a 23 problem came up at 5:00, if he might</p>	<p style="text-align: right;">Page 60</p> <p>1 problem working for a family-owned 2 company, I guess, to answer your 3 question.</p> <p>4 Q. Was it a difference working for 5 SYSCO than Alex City Provision in that 6 SYSCO was not a family-owned company?</p> <p>7 A. I don't know that the ownership 8 made it any different. I mean, you do 9 the same things regardless of who owns 10 it.</p> <p>11 Q. How did you like working for a 12 more corporate structure?</p> <p>13 A. I really enjoyed working for 14 SYSCO, so I never looked at them as a 15 corporate structure.</p> <p>16 Q. Did you tell folks at Merchants 17 Foodservice in your interview that you 18 really didn't like working for a 19 corporate structure and missed the 20 family-owned business at Alex City 21 Provision?</p> <p>22 A. No, I did not.</p> <p>23 Q. Have we talked about all of your</p>

15 (Pages 57 to 60)

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FREEDOM COURT REPORTING

<p style="text-align: right;">Page 61</p> <p>1 jobs up until the time that you went to 2 work at Merchants Foodservice? 3 A. Yes, sir. 4 Q. I'm going to mark as Defendant's 5 Exhibit 1 a notice of deposition. 6 (Defendant's Exhibit No. 1 was 7 marked for identification and 8 is attached.) 9 Q. Have you seen that, Mr. Adams? 10 A. I saw several things that looked 11 like this. But as far as the heading of 12 this, I mean -- 13 Q. And I understand. 14 A. To definitively say I have, I 15 can't because, I mean, Derrick forwarded 16 me everything and I've looked it over, 17 but -- 18 Q. And your attorney gave me 19 discovery responses this morning and had 20 faxed them to me last night that had 21 documents attached to them. Other than 22 those documents, do you have -- and I 23 don't want to know anything that you've</p>	<p style="text-align: right;">Page 63</p> <p>1 keep notes on. Do you have a calendar 2 or anything where you took notes about 3 conversations or things that happened at 4 Merchants Foodservice? 5 A. Not in my possession anymore, 6 no. 7 Q. Okay. Is that something that 8 you gave to your attorney or something 9 that would still be at Merchants 10 Foodservice, or you just don't know? 11 A. It is something that over time 12 as I began to seek legal advice, that I 13 put everything in one wad, so to speak. 14 And as I got it on my computer, what to 15 me was little tears and scrabbles of 16 paper, you know, once I had it in place, 17 that's -- I don't have them anymore. 18 Q. I'm going to mark as Defendant's 19 Exhibit 2 a document that your attorney 20 sent me. Is that something you prepared 21 on your computer, or is that what you're 22 talking about that you put everything 23 together in one spot?</p>
<p style="text-align: right;">Page 62</p> <p>1 given to your attorney or that your 2 attorney's asked you to do. But other 3 than those documents, have you got any 4 other documents that you believe support 5 your claims in this case? 6 A. No, I don't. 7 Q. Other than those documents that 8 your attorney has given me, have you got 9 any other documents related to your 10 employment at Merchants Foodservice? 11 A. Not that I -- if -- something 12 may be stuck in a drawer somewhere, but 13 I don't know that it's privy to this 14 matter. But to the best of my 15 knowledge, no. 16 Q. Have you got any tape 17 recordings -- 18 A. No. 19 Q. -- of conversations? Any videos 20 of anything? 21 A. No. 22 Q. I know a lot of times I've got a 23 calendar that I jot stuff down on and</p>	<p style="text-align: right;">Page 64</p> <p>1 (Defendant's Exhibit No. 2 was 2 marked for identification and 3 is attached.) 4 A. If this is the exact copy of 5 what I gave Derrick, then, yes, it is. 6 Q. Okay. 7 A. I mean, I'm not reading the 8 whole document. But it looks exactly 9 like what I handed him, yes. 10 Q. Okay. And it's my understanding 11 that this is what was on your computer? 12 A. Right. 13 MR. DYKES: Is that -- 14 MR. BLYTHE: It is. 15 MR. DYKES: Okay. 16 Q. (BY MR. DYKES:) So other than 17 what's in here would contain any other 18 writings or notes or anything else that 19 you would have kept, is all going to be 20 right in this document -- 21 A. Exactly. Correct. 22 Q. -- in Defendant's Exhibit 2? 23 Okay. And we'll come back to</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 65</p> <p>1 this because it -- well, let me ask you 2 this: Does this pretty much summarize 3 your allegations against Merchants 4 Foodservice in terms of what you were 5 told?</p> <p>6 A. That's it in a nutshell.</p> <p>7 Q. Okay. I'm going to mark as 8 Defendant's Exhibit 3 a Social Security 9 statement that was provided to me 10 yesterday afternoon.</p> <p>11 (Defendant's Exhibit No. 3 was 12 marked for identification and 13 is attached.)</p> <p>14 Q. How do you believe that that 15 supports your claims or is related to 16 the lawsuit?</p> <p>17 A. I was just -- the interrogatory 18 or ever how you say that, wanted my W-2s 19 or -- that's just pretty much here.</p> <p>20 Q. Okay.</p> <p>21 A. What my salary -- I guess just 22 to --</p> <p>23 Q. Is that the same information --</p>	<p style="text-align: right;">Page 67</p> <p>1 2006, 2005, 2004, and 2003. 2 (Defendant's Exhibit No. 5 was 3 marked for identification and 4 is attached.)</p> <p>5 Q. Those were provided in response 6 to our request for W-2 information?</p> <p>7 A. Correct.</p> <p>8 Q. Okay. I want to talk now about 9 going to work for Merchants Foodservice. 10 How did that -- walk me through that 11 process. What happened?</p> <p>12 A. As in?</p> <p>13 Q. Well, I mean, were you looking 14 for a job at Merchants Foodservice?</p> <p>15 A. No, I was not.</p> <p>16 Q. How were you contacted?</p> <p>17 A. By a company by the name of 18 Freedom Search out of Florida, I 19 believe.</p> <p>20 Q. Tell me what happened there.</p> <p>21 A. Just I was sitting at my desk 22 one day and the phone rang and the guy 23 identified -- told me his name, who he</p>
<p style="text-align: right;">Page 66</p> <p>1 and I've got your W-2s and the SYSCO 2 pay. Is that the same reason you gave 3 those because it shows salary 4 information? And you can look at that.</p> <p>5 A. Well, salary information, yeah. 6 This is just -- you can see that this 7 was for two days' vacation. This was my 8 last check there and this is just --</p> <p>9 Q. And I'm going to mark -- not to 10 interrupt, but I'm going to mark as 11 Defendant's Exhibit 4 --</p> <p>12 A. Okay.</p> <p>13 Q. -- an earnings statement from 14 SYSCO, which is what we're talking 15 about.</p> <p>16 (Defendant's Exhibit No. 4 was 17 marked for identification and 18 is attached.)</p> <p>19 A. Right. And that shows my bonus 20 being the 10,531.50 rather than -- I 21 said around 10, but --</p> <p>22 Q. Okay. And I'm going to mark as 23 Defendant's Exhibit 5 the W-2s from</p>	<p style="text-align: right;">Page 68</p> <p>1 worked for, and that he wanted to know 2 if I'd be interested in going to work 3 for a local food company. And I -- best 4 of my knowledge, my first question was 5 who is it, and he wouldn't tell me who 6 it was. It was just for someone within 7 a 50-mile radius, blah-blah-blah. And, 8 you know, I said, well, what does it 9 pay. And he said, well, they haven't 10 quite determined that. But he said -- I 11 think he said, I'm thinking it's going 12 to be around 60 or 65,000. And I said, 13 well, if it's going to pay that, then I 14 would be interested, you know, in 15 talking to them. And he said, well, 16 he'd get back to me.</p> <p>17 And he called back a few days 18 later and wanted to know if I was still 19 interested and I said, "Well, what else 20 can you tell me. And he said, "Well, 21 I'd like to set up an interview for 22 you." And I don't -- I think that's 23 when I found out it was Merchants. And,</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 69</p> <p>1 of course, I had driven by Merchants. I 2 had seen them -- I used to go to a 3 periodontist in Montgomery, so I'd drive 4 right by there from SYSCO to my dentist 5 in Montgomery. And that's when the 6 interview was set up.</p> <p>7 Q. How long after your 8 conversations was the interview going to 9 be?</p> <p>10 A. I want to say 10 to 12 days, but 11 that's strictly a guess. I have no 12 clue.</p> <p>13 Q. Other than this company who 14 called, have you gotten any other calls 15 from somebody asking you to go to 16 another food distributor company?</p> <p>17 A. No.</p> <p>18 Q. Who was the interview going to 19 be with?</p> <p>20 A. It was originally scheduled to 21 be with Hal Henson, Andy Mercier, and 22 Mr. Suber.</p> <p>23 Q. What was Hal Henson's job title?</p>	<p style="text-align: right;">Page 71</p> <p>1 that day; that he was going to conduct 2 the interview. And, you know, if things 3 went further or they needed to see me, 4 that they would see me at a later date 5 and time.</p> <p>6 Q. Prior to going to the interview, 7 did you do any research on Merchants 8 Foodservice?</p> <p>9 A. Looked them up on the Internet, 10 just found out they had been in business 11 for, I think, almost 100 years, that 12 they had started in Mississippi and, you 13 know, from a small up to a top 20 at the 14 time, I think, distributor in the United 15 States.</p> <p>16 Q. Okay.</p> <p>17 A. Just some background stuff.</p> <p>18 Q. Did you know anybody who had 19 worked there?</p> <p>20 A. No, I did not.</p> <p>21 Q. So tell me what happened after 22 Hal told you that Andy and Don weren't 23 going to be there.</p>
<p style="text-align: right;">Page 70</p> <p>1 A. Either general manager or branch 2 manager.</p> <p>3 Q. And what was your understanding 4 of Andy's?</p> <p>5 A. At the time, Andy was the vice 6 president.</p> <p>7 Q. Okay. And Don Suber's?</p> <p>8 A. Was the president of the 9 company.</p> <p>10 Q. You said the interview was going 11 to be with them. What happened?</p> <p>12 A. Well, I -- on the day the 13 interview was scheduled, I showed up 14 about 7:45. The interview was supposed 15 to be at 8:00. Hal actually walked out 16 to his car to get something out and, I 17 guess, saw me sitting out there. He 18 walked over there and asked me if I was 19 Steve. I told him, yes, I was. He 20 said, "Well, come on, there's no need to 21 sit out here. Come on inside." So I 22 did. And he told me that Andy and 23 Mr. Suber weren't going to be available</p>	<p style="text-align: right;">Page 72</p> <p>1 A. He said he was going to go on 2 and do the interview and if need be or 3 it progressed far enough, that -- or 4 they needed to see me at some later date 5 and time, then they would arrange that 6 then.</p> <p>7 Q. Okay. What happened after -- 8 what happened next?</p> <p>9 A. We did the interview. And do 10 you want specifics on that?</p> <p>11 Q. Yeah. Tell me what happened in 12 the interview.</p> <p>13 A. Okay. On his end, you know, he 14 asked general questions as far as 15 background, where I'd worked, where I 16 worked now. You know, he asked me to 17 explain some of the stuff we did at 18 SYSCO, how I handled certain situations. 19 Seems like he may have even had a 20 hypothetical, you know, how would you 21 handle this. And, you know, I explained 22 to him that SYSCO had actually -- and I 23 was a small cog in this wheel and not</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 73</p> <p>1 anything monstrous or big. But that we 2 had been awarded the Hall of Fame Award, 3 which is top recognition in all of 72, 4 at the time, SYSCO houses.</p> <p>5 And, you know, I explained to 6 him how we did stuff on day shift and as 7 far as doing letdowns and preparing the 8 warehouse for night shift when they came 9 in. And, you know, he was just amazed 10 at this and seemed impressed because 11 that was not the way they were doing 12 things at Merchants. And, basically, he 13 got -- when we finished that, you know, 14 it got to the part did I have any 15 questions, and I did.</p> <p>16 Q. In talking about your experience 17 at SYSCO, did you let him know that you 18 weren't in charge of transportation?</p> <p>19 A. Yes.</p> <p>20 Q. You let him know that you 21 weren't in charge of nights?</p> <p>22 A. Yes.</p> <p>23 Q. What did you tell him about your</p>	<p style="text-align: right;">Page 75</p> <p>1 two-lane road the whole way, so -- 2 Q. All right. Well, let's talk 3 about the questions that you had for 4 Hal.</p> <p>5 A. Uh-huh.</p> <p>6 Q. What were those?</p> <p>7 A. The first one had to deal with 8 just what hours, you know, I would be 9 expected to work and Hal pretty much 10 answered that question with a question. 11 You know, "Well, tell me what you do at 12 SYSCO." And I explained to him that, 13 you know, the crew came at 5:45 -- I 14 mean, I came at 5:45, the crew at 6:00, 15 they normally finished at 2:30, 2:45, 16 and I was out the door shortly 17 thereafter at 3:00. And he was like, 18 that's what I could expect to typically 19 work at Merchants was eight to eight and 20 a half hours a day.</p> <p>21 Q. Did he tell you you'd never have 22 to work more than that?</p> <p>23 A. He never told me I would either.</p>
<p style="text-align: right;">Page 74</p> <p>1 experience and ability to do the job as 2 an operations manager?</p> <p>3 A. I'm not sure I follow you.</p> <p>4 Q. Well, just in terms of what -- 5 I'm sure he asked you what your 6 background was and why you thought you 7 could be an operations manager for him.</p> <p>8 A. At Alex City Provision, I had 9 been the operations manager and I had 10 been involved in day shift, night shift, 11 and transportation. From SYSCO's point 12 of view or what I held at SYSCO, I was 13 strictly a day shift supervisor. But I 14 had the background or the experience 15 from Alex City Provision, my previous 16 job with SYSCO, of being an operations 17 manager.</p> <p>18 Q. Was Merchants Foodservice closer 19 to Alex City?</p> <p>20 A. Closer mile-wise. Time-wise, it 21 was almost identical because from Alex 22 City to Clanton, 22 is an awful ride. 23 Just -- it's just curvy and hilly and</p>	<p style="text-align: right;">Page 76</p> <p>1 Q. But he did not tell you that you 2 would not work more than eight, eight 3 and a half hours a day?</p> <p>4 A. He said that would be a typical 5 day, was his answer.</p> <p>6 Q. Was it your understanding, as 7 operations manager, that if there was a 8 problem that needed to be fixed, you 9 might have to stay longer than that?</p> <p>10 A. I would think any operations 11 manager or anyone in charge of anything 12 at any given business, if there was a 13 problem, would stay and fix it.</p> <p>14 Q. Was anything else said about the 15 time that you would be working there?</p> <p>16 A. As far as hours?</p> <p>17 Q. As far as hours.</p> <p>18 A. No.</p> <p>19 Q. What else do you remember about 20 the interview?</p> <p>21 A. Well, after the time part was 22 covered, I asked him about night shift 23 work. And he's like, "Well, are you</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 77</p> <p>1 opposed to working night shift." And I 2 told him that on any given regular 3 basis, that I would be. And then I told 4 him the reasons why as far as living 5 like where I live and the commute that's 6 involved and just it's not like you work 7 in the food business. You don't work 8 three eight-hour shifts. You work two 9 shifts and whatever. But if I was 10 working nights, my family was home. 11 When I was home sleeping, they were at 12 work or school and that, you know, I was 13 opposed to any regular night shift 14 schedule or any job that involved any 15 night shift schedule. And he said, no, 16 no, nothing like that. He says, "All I 17 expect you to do would be, you know, 18 work a couple of shifts or a couple of 19 nights on the night shift, meet the 20 guys, meet the staff, and just observe 21 and see what's going on and see if there 22 are any improvements that you could 23 offer that we might want to implement to</p>	<p style="text-align: right;">Page 79</p> <p>1 about that because when you work that 2 Saturday, you'll receive a day off as 3 compensation for it." 4 Q. Okay. Anything else about 5 Saturday work that you remember during 6 the interview? 7 A. No. 8 Q. Tell me what else you remember. 9 A. After that, I asked him about 10 vacation because I explained to him that 11 at SYSCO right now, I had 12 days. I 12 had two weeks' vacation. And then SYSCO 13 actually gave you two personal days 14 of -- they called them SYSCO day and 15 your birthday. And I explained to him 16 that within a year or in the coming 17 year, I would receive 17 days' vacation. 18 And he said, "Well, Merchants' policy 19 was you worked a year and then you got a 20 week's vacation." And I said, "Well, 21 Hal, I'm not going to give up three 22 weeks' vacation to come to work and work 23 a year before I get a week off." And</p>
<p style="text-align: right;">Page 78</p> <p>1 give a try."</p> <p>2 Q. As the operations manager, were 3 you going to be responsible for the 4 night shift?</p> <p>5 A. I was going to be responsible 6 for everything, yeah.</p> <p>7 Q. Okay. When you say 8 "everything," what is -- tell me what --</p> <p>9 A. Day shift, night shift, and 10 transportation.</p> <p>11 Q. What else do you remember about 12 the interview?</p> <p>13 A. He told me that -- let me think. 14 I had something and it jumped -- and 15 then something else jumped in. But he 16 assured me that that wasn't the case 17 with the night shift. And I didn't ask 18 about Saturday. He just sort of, as an 19 afterthought, said, "Now, we will need 20 you to work two Saturdays a year." He 21 said, "We do a physical inventory twice 22 a year and that requires working 23 Saturday, you know. But don't worry</p>	<p style="text-align: right;">Page 80</p> <p>1 he's like, no, don't worry about that. 2 He says, that's what the book says or 3 what the manual says. He says, "I've 4 never and wouldn't" -- he says, "I have 5 never expected any of my managers and I 6 certainly wouldn't expect you to come to 7 work and not have any time off for a 8 year." He said, "You know, after you've 9 been here and got your feet wet for a 10 couple of months, I'll be happy to give 11 you a Thursday and a Friday to go with a 12 Saturday and Sunday. And then after 13 that, if you need a day here or a day 14 there, just ask me." He said, "I'll 15 give you all the time you want off."</p> <p>16 Q. You said that's what the book 17 says. What book were you referring to?</p> <p>18 A. The handbook, I'm assuming, is 19 what -- he said -- he said Merchants' 20 policy.</p> <p>21 Q. Okay.</p> <p>22 A. And then the book, I'm assuming, 23 is the handbook.</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 81</p> <p>1 Q. And you got a copy of the 2 handbook when you started?</p> <p>3 A. I'm sure I must have. I mean, I 4 signed all sorts of forms.</p> <p>5 Q. Okay. All right. And we talked 6 about you said Hal told you about 7 vacation. What else do you remember 8 talking about during the interview?</p> <p>9 A. The last thing I really wanted 10 to -- other than, you know, what the job 11 was going to pay, I asked him about the 12 stability of the work force because I'd 13 worked in -- you know, at Alex City 14 Provision, at times, it wasn't always 15 that smooth. And, you know, we had a 16 rough spot or two at SYSCO. But, you 17 know, I wanted to know that there was at 18 least a secure steady work force in 19 place and he told me they had a great 20 work force. I believe his exact thing 21 was a great day shift, an excellent 22 night shift, and a good core group of 23 drivers, best of my recollection is what</p>	<p style="text-align: right;">Page 83</p> <p>1 been promoted to transportation manager. 2 He said Phillip Stitt was the night 3 manager and a guy by the name of Rodney 4 Ware was the night shift supervisor. 5 And he just raved about how great night 6 shift's numbers were, how Phillip always 7 maxed out on his bonus and stuff like 8 that and he expected me to do the same. 9 But, you know, he just gave me every 10 assurance that they had a great staff 11 and great work force.</p> <p>12 Q. Did y'all talk about salary or 13 pay during your interview?</p> <p>14 A. We did.</p> <p>15 Q. What did you discuss?</p> <p>16 A. I asked him what the job was 17 going to pay. He said on the low end, 18 possibly 60. On the high end, around 65 19 with an opportunity for a 30 percent 20 bonus, which was going to be paid out 21 three times a year, I guess. So I had 22 the opportunity to earn ten percent of 23 my salary three times a year.</p>
<p style="text-align: right;">Page 82</p> <p>1 he said.</p> <p>2 Then he actually went to tell me 3 who was in place as far as department 4 heads or managers and he spoke of Randy 5 Harrington. And Randy at the time was 6 the operations manager and he said Randy 7 was a super great guy, that, you know, 8 his forte was more in inventory control 9 more than it was running day shift. But 10 that he expected, you know, the new 11 director of ops would be primarily 12 responsible for the day-to-day of the 13 day shift anyway. That, you know, he 14 was going to let Randy keep the title of 15 operations manager. That's something he 16 didn't want to take away from him, that 17 he thought he'd earned it. But that I'd 18 primarily be running the day shift.</p> <p>19 He told me Jason Kelly was 20 transportation manager. He said Jason 21 had started with the company as a 22 driver, had worked his way through, and 23 been promoted to supervisor and then had</p>	<p style="text-align: right;">Page 84</p> <p>1 And I remember saying, "Well, 2 you know, I'd certainly like it to be 3 the 65 rather than the 60." And he 4 said, "Well, that would depend a lot on 5 who we select as the candidate and their 6 credentials and Mr. Suber would figure 7 into that."</p> <p>8 Q. Okay. Anything else you 9 remember about the interview with Hal?</p> <p>10 A. Pretty much that was the body of 11 what transpired while I was there and 12 then thought the interview was 13 concluded, yeah.</p> <p>14 Q. Okay. Did y'all talk about 15 having a flexible schedule or anything 16 like that?</p> <p>17 A. He mentioned that -- but given 18 the position that they were hiring for, 19 that that guy could actually set his own 20 windows, when he worked those eight 21 hours. You know, like if I wanted to 22 come in at 6:00 and work till 2:00, that 23 should be fine or sometime I might want</p>

21 (Pages 81 to 84)

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FREEDOM COURT REPORTING

<p style="text-align: right;">Page 85</p> <p>1 to sleep in or do whatever, you know, 2 come in at 10:00 and work till 6:00, 3 maybe, you know, just to see the night 4 shift guys on occasion. But he told me 5 I, you know, would definitely have the 6 flexibility of setting my own schedule.</p> <p>7 Q. Okay. And it's my understanding 8 that you're claiming in that lawsuit 9 that Hal Henson told you things during 10 that interview that weren't true. Are 11 there any other things that you claim 12 Hal told you during that interview that 13 were not true?</p> <p>14 A. I'm not sitting here keeping 15 notes and don't really remember what 16 we've talked about and what we haven't. 17 But I don't recall anything right now.</p> <p>18 Q. Okay. Well, I mean, we've 19 talked about the hours worked, your 20 schedule, vacations, weekends and 21 nights, and the work force and --</p> <p>22 A. I do remember one other thing 23 now.</p>	<p style="text-align: right;">Page 87</p> <p>1 A. Did I? 2 Q. Are you claiming that wasn't 3 true, that he had been let go because 4 of -- 5 A. No. No. No. I thought you 6 were asking me if there was anything 7 else that happened during the interview. 8 Q. I'm just trying to make sure I 9 understand everything you're saying that 10 Hal -- that you claim Hal told you that 11 wasn't accurate. 12 A. Okay. Yeah. As far as -- from 13 what I hear after I went to work there, 14 that was accurate, so I guess that's not 15 a part of what I'm saying was inaccurate 16 or untrue. 17 Q. Okay. I'm just trying to make 18 sure I have -- you're talking about the 19 hours worked, your schedule. 20 A. Off time. 21 Q. The off time. 22 A. And the work force. 23 Q. And the work force. Okay.</p>
<p style="text-align: right;">Page 86</p> <p>1 Q. Okay. 2 A. That I asked what happened to 3 the last director of operations. And 4 Hal hinted that he shouldn't -- you 5 know, that it was something that 6 shouldn't be discussed, but he wanted me 7 to understand that Merchants had been 8 the one to let the guy go and not the 9 guy being dissatisfied or unhappy or 10 anything like that and him resigning, 11 that Merchants had to let him go. And 12 it had to deal with him sending 13 inappropriate e-mails to a female 14 coworker or an employee and --</p> <p>15 Q. Okay. 16 A. Because he did want me to 17 understand that, you know, the guy had 18 been doing a good job and, 19 unfortunately, had just done some 20 things. Merchants had to let him go, 21 that he hadn't resigned.</p> <p>22 Q. Did you find out that wasn't 23 true? I mean --</p>	<p style="text-align: right;">Page 88</p> <p>1 A. Exactly. 2 Q. Now, y'all talk about your pay. 3 A. We did. 4 Q. Are you claiming that anything 5 he told you about your pay was 6 inaccurate? 7 A. As far as the salary that I 8 started at, they actually offered me 9 62-5 to start. 10 Q. Right. 11 A. And that's what my salary -- if 12 you divide that into bimonthly 13 increments, that's what my check was 14 for. 15 Q. Okay. And then you got some 16 bonuses while you worked there; is that 17 right? 18 A. I got -- I got -- I was there 19 long enough to go through two bonus 20 periods. And the first one, I didn't -- 21 I got something that I didn't earn, is 22 the way I understood it. Said I -- I 23 hadn't been there long enough to</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 89</p> <p>1 qualify, but they were going to give it 2 to me anyway. And then the second time 3 around, I got nothing.</p> <p>4 Q. Okay.</p> <p>5 A. And as far as being -- my check 6 was for the amount -- it was supposed to 7 be -- but if you equate that for the 8 hours I was supposed to be working, and 9 I don't know how you want to break that 10 down, I was working more hours, but 11 being paid what I was told I'd be paid 12 to work less hours. So you -- you can 13 figure out if I was paid what I should 14 have been or not, but --</p> <p>15 Q. You were told you would get paid 16 \$62,500 a year?</p> <p>17 A. Correct.</p> <p>18 Q. And that's what you were getting 19 paid?</p> <p>20 A. I did get that, correct.</p> <p>21 Q. And you understood that you were 22 hired as what is called an exempt 23 employee. Did you understand that? And</p>	<p style="text-align: right;">Page 91</p> <p>1 hour, they should be here. And I told 2 him that would be fine.</p> <p>3 I asked him would he carry me on 4 a warehouse tour, you know, let me meet 5 the guys that were there. And he said 6 that wouldn't be a good idea right now, 7 that they hadn't told any of the staff 8 that they had made the decision to hire 9 a new director of operations and rather 10 than -- thought it would be best just to 11 wait till that announcement had been 12 made before I came out. And at the 13 time, I understood that.</p> <p>14 And, so, he suggested I run down 15 to the corner and just get a snack or 16 something and kill about 45 minutes and 17 then come back, which is what I did. 18 And at that time, Andy and Mr. Suber 19 joined the interview.</p> <p>20 Q. At any time did you ask to go 21 back another time to take a tour of the 22 warehouse?</p> <p>23 A. No.</p>
<p style="text-align: right;">Page 90</p> <p>1 you understood you were going to get the 2 same paycheck each week?</p> <p>3 A. I knew I was salaried, yeah.</p> <p>4 Q. So you understood you were going 5 to get the same paycheck each week 6 whether you worked one hour or whether 7 you worked 100 hours?</p> <p>8 A. The way you posed the question, 9 yeah, I understand that.</p> <p>10 Q. So we've talked about your 11 interview with Hal. What happened next?</p> <p>12 A. Hal excused himself from the 13 conference room and closed the door when 14 he left and he came back just a real 15 short time later and he said that Andy 16 and Mr. Suber were able to get away and 17 were on their way and they'd really like 18 to talk to me that day if it was 19 possible. And I told him that, you 20 know, I'd taken a day off from SYSCO, a 21 vacation day, so I really didn't have 22 anything planned. And he said, well, if 23 I could hang around 45 minutes to an</p>	<p style="text-align: right;">Page 92</p> <p>1 Q. Why not?</p> <p>2 A. I just didn't.</p> <p>3 Q. All right. Tell me what 4 happened when you came back and Andy and 5 Don were there.</p> <p>6 A. Hal made the introductions and 7 we shook hands. Told them I was glad to 8 meet them. It was a pleasure to meet 9 them. Hal took the floor and briefly 10 filled them in on what had transpired 11 during, I think, as far as my background 12 and work history and stuff like that and 13 just, I guess, open the floor, so to 14 speak, for Mr. Suber and Andy.</p> <p>15 And best I remember, Mr. Suber 16 was the first one to ask me a question 17 and he wanted to know about my 18 experience with KFC, Kentucky Fried 19 Chicken and the Foodservice contracts or 20 what goes on with handling the KFC 21 account. And he explained that 22 Merchants was in the process of trying 23 to garner that account. And I told him</p>

23 (Pages 89 to 92)

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FREEDOM COURT REPORTING

<p style="text-align: right;">Page 93</p> <p>1 that at SYSCO, we had had that contract 2 for two years and that from a day shift 3 supervisor standpoint, I was familiar 4 with the warehouse tour that took place, 5 the records you have to keep, you know, 6 as far as on certain items that come in, 7 you have to record the received date, 8 the pack date, the expiration date. You 9 know, there's a lot of record keeping 10 involved in doing it the way they want 11 you to do it.</p> <p>12 And I explained to him that I 13 was aware of what took place on the day 14 shift. You know, that night shift and 15 transportation-wise, I didn't. But from 16 the day shift point of view, I did, and 17 he was happy to hear that. And he asked 18 me if -- you know, at the time, I really 19 didn't understand why, but the next 20 question he asked me was he wanted my 21 assurance that I was 100 percent 22 anti-union and --</p> <p>23 Q. What did you tell him?</p>	<p style="text-align: right;">Page 95</p> <p>1 warehouse. 2 And I told him that I was HACCP 3 certified, that, you know, with SYSCO 4 they required people on day shift to -- 5 or in the receiving to be HACCP 6 certified. And I'd gone to Tampa and 7 recently gotten that HACCP 8 certification, but that I wasn't a 9 practicing HACCP coordinator or anything 10 like that.</p> <p>11 We had a -- we had a guy in 12 inventory control that was -- actually 13 walked the floor on the cold dock that 14 was HACCP certified and it was his 15 responsibility to do everything. I was 16 just more or less certified as a backup.</p> <p>17 Q. Okay. Anything else?</p> <p>18 A. You talked earlier about a 19 corporate mandate or something. That 20 was Andy's terminology; not mine. He 21 seemed to think that, for some reason, 22 at SYSCO we're under extremely a lot of 23 pressure. You know, driven by the</p>
<p style="text-align: right;">Page 94</p> <p>1 A. I told him that at SYSCO, we had 2 always gone out of our way to avoid any 3 union. I mean, SYSCO had union houses. 4 At SYSCO Alabama, we were non-union and 5 that's the way we liked it and I 6 preferred working in that type of 7 atmosphere, the non-union atmosphere. 8 Where actually from a discipline 9 standpoint, the supervisor can go 10 directly through the employee rather 11 than having to go through, you know, a 12 steward or something like that.</p> <p>13 Q. Okay. What else do you remember 14 about the interview?</p> <p>15 A. I remember Andy wanting to know 16 or asking me if I was HACCP certified or 17 if I knew about HACCP, which is -- I 18 guess layman's terms is hazard analysis 19 and critical control points. And that 20 has to do with proper procedures in 21 handling of fresh produce or primarily 22 seafood and poultry, but just fresh 23 refrigerated items coming into the</p>	<p style="text-align: right;">Page 96</p> <p>1 corporate mandate. And I was as candid 2 and honest with him. I said that wasn't 3 the case where I worked. That was not 4 the case at SYSCO. That, you know, we 5 did a great job. We won a lot of 6 awards, but we just had good people in 7 place that cared about their job and 8 with a little direction, they did their 9 job and did it right. That I'd never 10 experienced any pressure put on me to do 11 this or do that or whatever.</p> <p>12 I made mention to the fact that, 13 you know, it could have been that way in 14 sales. It could have been that way in 15 marketing. You know, I couldn't speak 16 for those departments. I don't work 17 there. But it definitely wasn't that 18 way at SYSCO. I told him I had a great 19 boss in Eddie O'Connor. I enjoyed what 20 I did. I liked working there, but that 21 there wasn't any corporate mandate that 22 dictated how we did business.</p> <p>23 Q. At least from your --</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 97</p> <p>1 A. From my -- 2 Q. -- from your perspective? 3 A. Yeah, from my perspective. 4 Q. As operations and the day shift 5 manager? 6 A. I think -- I know Andy and I 7 think Mr. Suber both talked about how 8 valuable family was to Merchants, you 9 know, and how it wouldn't be like 10 working at SYSCO. That, you know, they 11 were really in tune to the family aspect 12 of an employee and that I'd really enjoy 13 working there because, you know, of how 14 they thought, you know, family oriented 15 they were. And, you know, I'm like, 16 well, that can only be a good thing, you 17 know, so -- 18 Q. Anything else you remember about 19 the interview? 20 A. Nothing other than it ended 21 with, you know, handshakes and thanking 22 them for letting me be there. I 23 appreciated the opportunity that they</p>	<p style="text-align: right;">Page 99</p> <p>1 management, transportation management, 2 night shift management, you know. And 3 for whatever reason, Andy just, point 4 blank, told me if they're not who you 5 want there, fire them. And I'm like 6 okay. And when we'd hang up the -- you 7 know, fire them and put somebody in 8 there you want or somebody that can do 9 the job and when I'd hang the phone up 10 with him, that was always the first 11 thought that would come to my mind is 12 that's really family oriented, you know. 13 A man's got four or five, whatever, 14 years invested and don't talk to him or 15 try to do this, just fire him was the 16 answer. So I'm going to say from my 17 perspective, that was an untruth in the 18 interview that they're family oriented. 19 Q. Okay. But to your knowledge -- 20 you don't know what Andy or Don 21 considered to be family oriented? 22 A. No, I don't. That's why I tried 23 to explain that when I made the</p>
<p style="text-align: right;">Page 98</p> <p>1 were affording me. You know, Hal said 2 they had one more guy to interview and 3 that they'd be in touch with me in a few 4 days. 5 Q. Okay. 6 A. And that's when I left. 7 Q. Is there anything you claim that 8 Don or Andy said that was incorrect 9 during y'all's interview? 10 A. The only thing -- and this, 11 again, is from my perspective, okay? I 12 guess family oriented to some people 13 means one thing and to others, it means 14 something else. But that point was 15 driven home to me during the course of 16 the interview and, trust me, from my 17 first day on the job, I knew I had made 18 a bad mistake because of what I was 19 expecting when I walked in the door and 20 what I actually walked in the door to. 21 But in several conversations 22 that ensued shortly after my employment 23 there, it had to do with day shift</p>	<p style="text-align: right;">Page 100</p> <p>1 statement. 2 Q. Do you think they were making 3 those statements to try to get you to 4 come to work there? I mean, is that 5 something you're claiming in this 6 lawsuit? 7 A. That's what I'm claiming, yes. 8 That's what I'm asserting, is that 9 everything that was contrived in that 10 interview was to entice me to come to 11 work for them. 12 Q. Why do you think they did that? 13 A. There again, are you wanting why 14 I think they did? 15 Q. Yeah. 16 A. I think, just from what I saw 17 the first day on the job, is that 18 warehouse could not have been more 19 mismanaged. I've never been in a 20 nastier facility. I mean, it was 21 downright nasty. The equipment was 22 abused and although it was new in age 23 year-wise, it looked ancient. I mean,</p>

25 (Pages 97 to 100)

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FREEDOM COURT REPORTING

Page 101	Page 103
<p>1 it just really had been mistreated. And 2 I think they wanted someone to come in 3 there and snap their fingers, wave a 4 magic wand, do whatever, and turn it 5 into a warehouse that was running like 6 it should have been running instead of 7 the mess that it was.</p> <p>8 Q. Well, didn't they tell you in 9 the interview they needed a strong 10 leader to kind of keep people going in 11 the right direction?</p> <p>12 A. To continue what they had going, 13 yeah. The way I think Hal put it was 14 they had all the right pieces to the 15 puzzle in place and just needed the glue 16 to hold them there.</p> <p>17 Q. What happened next after the 18 interview?</p> <p>19 A. I left and went back home. And 20 a couple or three days later, Hal called 21 me and said he'd like to make me a job 22 offer, but really didn't want to make it 23 over the phone. And I told him it would</p>	<p>1 know, I needed time to think about it. 2 And he said that I needed to do 3 something pretty quick because they were 4 ready to make a move and I asked him for 5 the weekend. I said, "Well, can I let 6 you know something on Monday." He said, 7 "Sure, that's fine. But let me know 8 about it Monday."</p> <p>9 And Laura and I talked about it 10 at length over the weekend and, you 11 know, you start putting numbers together 12 and potentials, you know, and \$62,000 13 salary and 30 percent bonus, you know, 14 I'm looking at making 80 grand a year is 15 best case scenario. And given what I 16 was making at SYSCO, that was an instant 17 promotion almost, you know, from day 18 shift supervisor to day shift manager or 19 somewhere between manager and operations 20 manager. And just given what I could do 21 for my family with that income, you 22 know, and, like I said, it was going 23 from day shift supervisor to a director</p>
<p style="text-align: center;">Page 102</p> <p>1 be hard for me to get away from work. 2 And he said, well, what if we met 3 halfway and we actually met -- I can't 4 remember the little town now that's 5 halfway between Calera and Clanton at a 6 little Jack's Restaurant there. And I 7 asked him if I could bring my wife with 8 me, you know, because we were going to 9 do it at lunch. And he said, "Yeah, 10 that would be fine. I'd love to meet 11 her."</p> <p>12 So we actually did and he told 13 me the job offer. And, you know, there 14 again, even to Laura, the family 15 oriented, he's going to love working 16 here, you know, he's made the right 17 decision. And, you know, he made 18 assurances to her that I wouldn't have 19 to worry, you know -- she wasn't losing 20 me forever, that he was going to give me 21 plenty of time off when I needed it. 22 So -- and, you know, when he made me the 23 job offer, I asked him to think -- you</p>	<p style="text-align: center;">Page 104</p> <p>1 of operations position.</p> <p>2 Q. Which that would be a promotion 3 to go from a day shift supervisor to an 4 operations manager?</p> <p>5 A. That's the way I viewed it, 6 yeah.</p> <p>7 Q. Okay.</p> <p>8 A. But just given financially what 9 I could do for my family, we decided to 10 do it. It was still the hardest, I 11 think, decision I've ever done in my 12 life. Just I loved what I did at SYSCO. 13 I loved working for SYSCO. I loved my 14 employees. They weren't employees to 15 me. They were friends and like family. 16 I remember the day I left, I actually 17 had to leave early. Eddie just told 18 me -- he said, "You just go on. You're 19 killing yourself here trying to say 20 good-bye to them and crying and carrying 21 on." And, you know, I just -- that was 22 the hardest decision I've ever made in 23 my life. And hugging them and crying on</p>

26 (Pages 101 to 104)

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FREEDOM COURT REPORTING

<p style="text-align: right;">Page 105</p> <p>1 them and them crying with me and missing 2 me and me going to miss them and -- but 3 I could see past that a little ways to 4 what I could do for my family with 5 making this move, so I decided to do it 6 and I did it.</p> <p>7 Q. After you left Merchants 8 Foodservice, did you try to go back to 9 SYSCO?</p> <p>10 A. No, I did not.</p> <p>11 Q. Why not?</p> <p>12 A. I guess a couple or three months 13 into me being with Merchants, SYSCO 14 actually did a fold-out, which is 15 splitting off their existing business in 16 Calera. And I think they gave almost a 17 third of it to the new house they were 18 opening in Geneva. So they had an 19 abundance of management people, forklift 20 guys, receivers, you know, where they 21 were used to doing 200 million a year; 22 all of a sudden, they were going to be 23 down to 115 million a year and --</p>	<p style="text-align: right;">Page 107</p> <p>1 executive assistant to the president, 2 she was not held in confidence with a 3 lot of -- you know, afraid to go through 4 on up the chain. And Laura's not a real 5 outgoing person anyway. She's sort of a 6 loner and when I wasn't at SYSCO 7 anymore, she lost her lunch partner she 8 had every day.</p> <p>9 And just eventually the job came 10 open in Alex City that, in essence, was 11 about the same salary she was making at 12 SYSCO without the commute. And she was 13 back home with the kids, you know, 14 could -- we weren't pawning them off on 15 mother anymore to get them to school or 16 anything like that, you know. Laura was 17 back home and could sleep late, could 18 get the kids to school. She'd be there 19 if they had a need to leave school, you 20 know. So she moved back just for a 21 logistical standpoint, especially since 22 I wasn't there anymore, but --</p> <p>23 Q. You knew, still, you were going</p>
<p style="text-align: right;">Page 106</p> <p>1 Q. Okay.</p> <p>2 A. So, I mean, there just wasn't a 3 place there. And, you know, they tried 4 their best when I turned in my letter of 5 resignation to them to get me not to do 6 it. You know, to get me to rethink it, 7 was I making a wise decision. And, you 8 know, I guess from a pride standpoint, 9 early on, just didn't want to eat crow 10 and even go back and beg for my job 11 back. But, you know, I figured maybe 12 make the best of it, try as hard as I 13 could do and, hopefully, I could turn it 14 around and make it somewhere where I 15 could work, but --</p> <p>16 Q. Why did your wife leave SYSCO?</p> <p>17 A. She left SYSCO -- and I don't 18 remember the time frames from me leaving 19 Merchants. I don't know if that 20 happened before I left Merchants or 21 after I left Merchants. But she was in 22 a -- her position, she sat on a -- not a 23 pedestal, but right outside in being the</p>	<p style="text-align: right;">Page 108</p> <p>1 to have a commute going back and forth 2 to Clanton when you took the job at 3 Merchants Foodservice?</p> <p>4 A. Sure.</p> <p>5 Q. Did you get an offer letter from 6 them?</p> <p>7 A. I did.</p> <p>8 Q. I guess first, in the scheme of 9 all this, when did you complete an 10 application?</p> <p>11 A. After they hired me.</p> <p>12 Q. Okay.</p> <p>13 A. Best I remember.</p> <p>14 Q. Okay. I'm going to mark as 15 Defendant's Exhibit 6 an application for 16 employment.</p> <p>17 (Defendant's Exhibit No. 6 was 18 marked for identification and 19 is attached.)</p> <p>20 Q. Do you recognize that, 21 Mr. Adams?</p> <p>22 A. Yeah.</p> <p>23 Q. If you'll turn to the last page,</p>

FREEDOM COURT REPORTING

Page 109	Page 111
<p>1 is that your signature on the 2 applicant's signature? 3 A. It is. 4 Q. And is the date August the 11th, 5 2004? 6 A. Looks like it is, yeah. 7 Q. I'm going to mark as Defendant's 8 Exhibit 7 what I'm going to describe as 9 an offer letter, if you'll look at that 10 as well. 11 (Defendant's Exhibit No. 7 was 12 marked for identification and 13 is attached.) 14 Q. Is Defendant's Exhibit 7 the 15 offer letter that you received? 16 A. It is. 17 Q. And I'm not trying to trick you. 18 I'm just trying to figure out the time 19 order. The application is dated August 20 the 11th. The offer letter is dated 21 August 20th and signed August the 23rd. 22 So do you think you probably 23 filled the application out before since</p>	<p>1 preventing you from working longer hours 2 than you -- working more than eight 3 hours a day? 4 A. Didn't anything prevent me from 5 working it. I worked every hour they 6 wanted me to work. 7 Q. And looking at the offer letter, 8 I know you just -- you just read through 9 it. Is there anything in the offer 10 letter that you claim is not accurate? 11 A. I mean, that's the offer letter 12 I received. 13 Q. Okay. Well, you received the 14 offer letter and we talked about your 15 pay was \$62,500. 16 A. Uh-huh. 17 Q. And that's accurate, right? 18 A. Yeah. 19 Q. Okay. You were eligible for a 20 30 percent bonus. Do you dispute that 21 you were eligible for a 30 percent 22 bonus? 23 A. No, I don't.</p>
Page 110	Page 112
<p>1 it is dated August the 11th? 2 A. No. I mean, to the best of my 3 knowledge, I filled this out my first 4 day on the job. 5 Q. Okay. 6 A. Now, I could have postdated it 7 at Hal's request, but he says, you know, 8 this is something we should have already 9 done. But I did not fill out the 10 application until I went to work for 11 Merchants. 12 Q. Okay. The August 11th, 2004, is 13 that your handwriting? 14 A. It is. 15 Q. And looking at the application, 16 you're asked do you have any -- this is 17 on page 2. Do you have any special 18 circumstances which might prevent you 19 from working all scheduled work and 20 overtime, including weekends, and you 21 checked no; is that right? 22 A. Uh-huh. 23 Q. Was there anything that was</p>	<p>1 Q. It says the company has a 2 benefits program. Did you receive the 3 information on the benefits program? 4 A. I did. 5 Q. Does this offer letter say 6 anything about the hours that you were 7 going to be working? 8 A. The offer letter doesn't, no. 9 Q. Does the offer letter say 10 anything about whether or not you'd have 11 to work nights? 12 A. The offer letter doesn't. 13 Q. Does the offer letter say 14 anything other than in terms of vacation 15 that you would be -- other than you'd be 16 provided the usual holidays, including 17 vacation days? 18 A. No, it doesn't. Can I add one 19 other point to that, though? I didn't 20 make my determination to take this job 21 on this offer letter. I made it based 22 on the interview. So if I can say that, 23 then we'll go on.</p>

FREEDOM COURT REPORTING

Page 113	Page 115
<p>1 Q. Okay. And this doesn't say 2 anything about anything -- you can 3 strike that.</p> <p>4 I'm going to mark -- do you 5 remember, did you receive the offer 6 letter before you sent in your 7 resignation to SYSCO?</p> <p>8 A. I'm sure I did. I wouldn't have 9 resigned before I knew I had a job.</p> <p>10 Q. I'm going to mark -- these are 11 some of the documents that you produced 12 that I got yesterday -- as Defendant's 13 Exhibit 8.</p> <p>14 (Defendant's Exhibit No. 8 was 15 marked for identification and 16 is attached.)</p> <p>17 Q. Is that your resignation and 18 exit interview from SYSCO?</p> <p>19 A. It is.</p> <p>20 Q. The resignation letter is marked 21 August the 23rd of 2004; is that right?</p> <p>22 A. Uh-huh.</p> <p>23 Q. And you signed the acceptance</p>	<p>1 Did you ask him why he didn't 2 say anything in here about working 3 nights or Saturdays?</p> <p>4 A. No, I didn't.</p> <p>5 Q. Paragraph 2 of this offer letter 6 reads, "Our incentive program recognizes 7 the personal sacrifice and commitment 8 involved in providing leadership and the 9 necessary supervision to improve on 10 current standards." Did you ask him 11 what was meant by that?</p> <p>12 A. No, I did not.</p> <p>13 Q. From this offer letter, did you 14 understand that to receive a bonus, that 15 sales would need to improve and 16 operational and productivity standards 17 would need to improve?</p> <p>18 A. That was not my understanding.</p> <p>19 Q. Well, it says you'll be eligible 20 for up to a 30 percent bonus based on 21 improving sales and improving current 22 operational and productivity standards.</p> <p>23 Q. What was your understanding of that?</p>
<p>1 letter to Merchants Foodservice on 2 August 23rd, 2004; is that right?</p> <p>3 A. Where is that?</p> <p>4 Q. On the second page. It's got 5 your name and the date.</p> <p>6 A. Correct. Best I remember, I 7 signed this at lunch and then when I 8 came back, having made my decision, is 9 when I actually sat down and hand wrote 10 the letter of resignation after I signed 11 the offer with Hal at lunch.</p> <p>12 Q. Okay. Did you ask Hal why there 13 was no mention in the offer letter about 14 the hours you were going to be working?</p> <p>15 A. I've never seen that in an offer 16 letter.</p> <p>17 Q. Well, I'm just asking, did you 18 ask him?</p> <p>19 A. No, I did not.</p> <p>20 Q. Did you ask him why he didn't 21 put in here --</p> <p>22 A. No, I did not.</p> <p>23 Q. -- anything about your vacation?</p>	<p>1 A. What Hal told me during the 2 process was that -- and I don't remember 3 the guy's name who I replaced. But he 4 told me, when he was explaining the 5 salary and bonus offer, that the former 6 individual that had been running things 7 routinely made 18 to 20 percent of his 8 bonus on a regular basis. So he led me 9 to believe that that's what I could 10 expect to make going in.</p> <p>11 Q. Do you know --</p> <p>12 A. He didn't mention anything about 13 improving it. That was just status quo. 14 Walk in the door and that's what I could 15 expect.</p> <p>16 Q. Do you know what the numbers 17 were for the operations manager before 18 you got there?</p> <p>19 A. I do not.</p> <p>20 Q. So you don't know if his numbers 21 were better than yours?</p> <p>22 A. I don't.</p> <p>23 Q. I'm going to mark as Defendant's</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 117</p> <p>1 Exhibit 10 [sic] a memo to new employees 2 regarding -- from Merchants Foodservice 3 regarding benefits.</p> <p>4 MR. BLYTHE: You marked that as 5 9.</p> <p>6 MR. DYKES: Yeah. I think it is 7 supposed to be 9. 9 is the benefits 8 memo.</p> <p>9 Q. (BY MR. DYKES:) Do you remember 10 receiving this benefits memo from 11 Merchants Foodservice?</p> <p>12 (Defendant's Exhibit No. 9 was 13 marked for identification and 14 is attached.)</p> <p>15 A. I do not remember receiving it, 16 but I'm sure I did just as part of their 17 package, I mean -- but I don't recall 18 this particular document.</p> <p>19 Q. Okay. And I realize you haven't 20 signed it. I was just -- and I -- your 21 letter refers to a benefits program and 22 this seems to be the benefits memo that 23 explains what benefits you would be</p>	<p style="text-align: right;">Page 119</p> <p>1 A. Right. 2 Q. And that would be what their 3 vacation would be? 4 A. Right. 5 Q. Were these the holidays that 6 y'all received? 7 A. To the best of my recollection, 8 yes. 9 Q. I mean, were you eligible for 10 life insurance and the other benefits 11 that it indicates in here that you would 12 have been eligible for? 13 A. Without reading and seeing what 14 they are, I don't know. I know I 15 applied for short term and long-term 16 disability, I believe, but -- and I had 17 my health insurance with them. Some of 18 the stuff, I wasn't interested in. But, 19 yeah, I participated in some of these, 20 yes. 21 Q. Okay. 22 MR. DYKES: What time is it? Do 23 you know?</p>
<p style="text-align: right;">Page 118</p> <p>1 entitled to. Would you agree with that? 2 A. This is their benefits plan, 3 yes. And what each employee, according 4 to this, will receive. 5 Q. Okay. And we've talked about 6 what you say Hal Henson told you about 7 vacation. 8 A. Uh-huh. 9 Q. But is this your understanding 10 of what the vacation was for other -- 11 for employees when they were hired? 12 A. It was my understanding this is 13 what an hourly employee would receive. 14 According to Hal, any new manager he 15 hired would not be expected to work a 16 year without any time off. 17 Q. And I understand that's what you 18 are saying that Hal told you. 19 A. Yeah. 20 Q. This is your understanding of 21 what a new employee -- if they weren't 22 told anything beforehand, this is what 23 they would receive?</p>	<p style="text-align: right;">Page 120</p> <p>1 MR. BLYTHE: 12:30. 2 MR. DYKES: Do y'all want to 3 take a quick break for lunch? 4 MR. BLYTHE: Are you going to 5 go? 6 MR. DYKES: I've still got a 7 decent amount to do. 8 MR. BLYTHE: Yeah, that's fine. 9 MR. DYKES: Okay. Now is a fine 10 time with me to take a break, if you 11 want to do that. Maybe come back in 45 12 minutes or something, or an hour. It 13 doesn't matter to me. 14 MR. BLYTHE: Why don't we take 15 an hour if we're going to do it because 16 I have to find somewhere to eat. 17 MR. DYKES: Okay. 18 (A break was taken.) 19 Q. (BY MR. DYKES:) Mr. Adams, we 20 were talking about your interview and 21 the process of getting hired on there at 22 Merchants Foodservice and we had talked 23 some about your salary and the bonus</p>

FREEDOM COURT REPORTING

Page 121	Page 123
<p>1 structure. I am going to mark as 2 Defendant's Exhibit 10 the incentive 3 program for Steve Adams dated October 1, 4 2004 through September 30th, 2005. Do 5 you recognize that?</p> <p>6 (Defendant's Exhibit No. 10 was 7 marked for identification and 8 is attached.)</p> <p>9 A. I do, yes.</p> <p>10 Q. Looking at the first page, does 11 this represent the potential for a 30 12 percent -- for a bonus for 30 percent 13 of -- 30 percent of your salary over the 14 course of a year, that potential?</p> <p>15 A. Unless I'm adding wrong, looks 16 like nine, but --</p> <p>17 Q. Well, if we got -- let's look at 18 it together. Because I've got one, two, 19 three, four, five, six, seven, eight, 20 nine, ten.</p> <p>21 A. Okay. I missed one of the ones 22 from the indentation there, I think.</p> <p>23 Q. Okay.</p>	<p>1 the prorated part or whatever. But, 2 yeah.</p> <p>3 Q. Okay. So you don't dispute that 4 you received it?</p> <p>5 A. No, I don't. Not at all.</p> <p>6 Q. Then looking for period one 7 2005, it looks like a 2,606.35 bonus for 8 period one of 2005. Does that sound 9 accurate to you?</p> <p>10 A. I don't remember ever receiving 11 anything other than the first one. Now, 12 I could be wrong, but --</p> <p>13 MR. DYKES: Okay. Let's see.</p> <p>14 If you'll give me one second, I'm going 15 to go print off a couple of things.</p> <p>16 MR. BLYTHE: Sure.</p> <p>17 (A break was taken.)</p> <p>18 Q. (BY MR. DYKES:) I'm going to 19 mark as Defendant's Exhibit 11 an 20 employee check history.</p> <p>21 (Defendant's Exhibit No. 11 was 22 marked for identification and 23 is attached.)</p>
Page 122	Page 124
<p>1 A. Okay.</p> <p>2 Q. Would that be potential for ten 3 percent --</p> <p>4 A. Right.</p> <p>5 Q. -- three times a year?</p> <p>6 A. Right.</p> <p>7 Q. Is that right?</p> <p>8 A. Uh-huh.</p> <p>9 Q. Okay. And that's what you were 10 told during your interview process that 11 you would be eligible for?</p> <p>12 A. Correct.</p> <p>13 Q. Then if we look at the second 14 page, it looks like for period three of 15 '04, that you received \$734.78. That 16 was prorated for the one month you would 17 have worked in that period; is that 18 accurate?</p> <p>19 A. I don't remember the specifics, 20 but I do remember receiving one the 21 first time it rolled around. I remember 22 it seems like Hal said I shouldn't have 23 been eligible, but -- and that may be</p>	<p>1 Q. I'll represent this is a payment 2 history for your employment --</p> <p>3 A. Okay.</p> <p>4 Q. -- with Merchants Foodservice.</p> <p>5 If you'll look for February 25th, 2005, 6 that shows a check for 2,606.34.</p> <p>7 A. Uh-huh.</p> <p>8 Q. Would that match the bonus for 9 period one, 2005?</p> <p>10 A. Uh-huh.</p> <p>11 Q. Okay. And do you just not 12 remember receiving the check or do you 13 say that you -- are you claiming you 14 didn't get a bonus check?</p> <p>15 A. I'm not claiming I didn't get 16 it.</p> <p>17 Q. Okay.</p> <p>18 A. I'm saying I don't remember 19 getting it. I remember getting the 20 first one.</p> <p>21 Q. Okay.</p> <p>22 A. And I was thinking that's all I 23 got. I'm not saying I didn't get it.</p>

FREEDOM COURT REPORTING

Page 125	Page 127
<p>1 I'm saying I don't remember it. And to 2 the best of my recollection, I got the 3 first one.</p> <p>4 Q. Okay.</p> <p>5 A. Can I ask you a question?</p> <p>6 Q. Yes.</p> <p>7 A. On this period two, 2005, what 8 dates are these through?</p> <p>9 Q. Period two goes through May 31 10 of '05.</p> <p>11 A. May 31 of '05.</p> <p>12 MR. DYKES: Isn't that -- is 13 that right?</p> <p>14 MR. BLYTHE: It would be 15 February 1 through May 31.</p> <p>16 A. I don't understand the -- what 17 I'm seeing on this -- the third page, 18 period two, and I guess I'm asking the 19 question -- maybe this is not my place, 20 but my numbers look better in period two 21 than they do in period three. And I see 22 percent bonus -- 109 percent of my bonus 23 equals zero and bonus percentage from</p>	<p>1 Q. Okay.</p> <p>2 A. But other than that, I concur 3 with what you are saying.</p> <p>4 Q. And then in terms of your -- of 5 your pay -- pay every two weeks, I'm 6 going to mark as Defendant's Exhibit 12 7 a document that I received yesterday, 8 which are two paychecks. Do you 9 recognize those?</p> <p>10 (Defendant's Exhibit No. 12 was 11 marked for identification and 12 is attached.)</p> <p>13 A. I do.</p> <p>14 Q. Okay. And those show your 15 pay -- you received the same pay every 16 two weeks of --</p> <p>17 A. Correct.</p> <p>18 Q. -- of 26 -- well, 2,604.17?</p> <p>19 A. Uh-huh.</p> <p>20 Q. Okay. After you started working 21 for Merchants Foodservice, did you 22 receive an acknowledgment of employment 23 status from them?</p>
Page 126	Page 128
<p>1 period one, 104 was worth 2,606. I 2 mean, I know you are not here to explain 3 things to me, but I don't understand 4 that part of it, but --</p> <p>5 Q. For period two, 2005, it's your 6 understanding you didn't get a bonus 7 that period?</p> <p>8 A. To the best of my recollection, 9 I only received the one. I'm not saying 10 that's all I received. But I'm saying 11 that's all I remember receiving.</p> <p>12 Q. Okay.</p> <p>13 A. But I remember one where I 14 didn't get anything. Now, basically, I 15 don't remember a third period, so it 16 very well could be this one. I remember 17 one I got and I remember one I was told 18 I didn't get anything. I guess what I'm 19 not understanding is, if my bonus number 20 or percentage should have been 109.9, I 21 don't see how that equates to zero when 22 104.25 on the bonus percentage equates 23 to 2,606.</p>	<p>1 A. Which is?</p> <p>2 Q. I'm going to mark as Defendant's 3 Exhibit 13 the Merchants Foodservice 4 acknowledgment of employment status. 5 (Defendant's Exhibit No. 13 was 6 marked for identification and 7 is attached.)</p> <p>8 Q. Do you recognize that, 9 Mr. Adams?</p> <p>10 A. Uh-huh.</p> <p>11 Q. Did you read that before signing 12 it?</p> <p>13 A. Yes. I mean --</p> <p>14 Q. Is that your signature at the 15 bottom?</p> <p>16 A. It is my signature.</p> <p>17 Q. And that's dated August 24th, 18 2004?</p> <p>19 A. Correct.</p> <p>20 Q. Did you read this before signing 21 it?</p> <p>22 A. I did.</p> <p>23 Q. The last paragraph of -- the</p>

32 (Pages 125 to 128)

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FREEDOM COURT REPORTING

<p style="text-align: right;">Page 129</p> <p>1 last sentence of paragraph 1 provides, 2 "In addition, I understand that 3 Merchants Foodservice retains the right 4 to alter, revise, change, or eliminate 5 any of its policies, practices, or rules 6 and any of its pay or benefits at its 7 discretion at any time without 8 necessarily giving me or any other 9 employee advance or actual notice." Did 10 you understand that -- 11 A. I do. 12 Q. -- when you signed that? 13 A. Yes. 14 Q. Did you ask any questions of 15 anybody about this? 16 A. I did not. I guess -- this was 17 all filled out after I was hired, 18 though; not prior. Just for your 19 information, if -- you know, I didn't 20 fill all this out as a prerequisite to 21 being employed there. I was already an 22 employee when I filled all of this 23 paperwork out.</p>	<p style="text-align: right;">Page 131</p> <p>1 2004 on it. But -- 2 Q. And I'm going to ask you a 3 question in a minute. But is that your 4 signature there on the one that's got 5 8/1/02 on the bottom? 6 A. On -- 7 Q. Of employee's signature. 8 Looking at Defendant's Exhibit 14? 9 A. Yeah, this is my signature. 10 Yes. 11 Q. Okay. And I want to mark as 12 Defendant's Exhibit 16 an acknowledgment 13 of having received an employee handbook 14 dated 1/27/05. Do you recognize 15 Defendant's Exhibit 16? 16 (Defendant's Exhibit No. 16 was 17 marked for identification and 18 is attached.) 19 A. I do. 20 Q. Is that your signature on there? 21 A. It is. 22 Q. I'm going to mark as Defendant's 23 Exhibit 17 an employee handbook dated</p>
<p style="text-align: right;">Page 130</p> <p>1 Q. I'm going to mark as Defendant's 2 Exhibit 14 an acknowledgment of having 3 received the Merchants company handbook 4 dated -- with an 8/1/02 date at the 5 bottom. Do you recognize that, 6 Mr. Adams? 7 (Defendant's Exhibit No. 14 was 8 marked for identification and 9 is attached.) 10 A. I do. 11 Q. And this shows, for a handbook 12 dated 8/1/02, an acknowledgment of 13 receipt that I'm going to mark as 14 Defendant's Exhibit 15, an employee 15 handbook dated 8/1/2002. Do you 16 recognize Defendant's Exhibit 15? 17 (Defendant's Exhibit No. 15 was 18 marked for identification and 19 is attached.) 20 A. It's dated August 1, 2002. I'm 21 assuming -- I thought they updated this 22 every year, so I'm assuming I was 23 probably given one that probably had</p>	<p style="text-align: right;">Page 132</p> <p>1 January 1, 2005. Do you recognize that? 2 (Defendant's Exhibit No. 17 was 3 marked for identification and 4 is attached.) 5 A. I do. 6 Q. If you will, look for the 7 employee handbook dated January 1, 2005. 8 It has an acknowledgment form with it 9 that has the January 1, 2005 date that 10 you signed on January 27th, 2005. This 11 is Defendant's Exhibits 16 and 17. 12 A. Uh-huh. 13 Q. Would you agree that the 14 Defendant's Exhibit 15, which has the 15 8/1/02 date on it, matches up with the 16 employee handbook that has -- that's 17 Defendant's Exhibit 15 that has 8/1/02 18 on it? Let me start over. I may just 19 start that whole question over again. 20 Defendant's Exhibit 14 has an 21 8/1/02 date at the bottom of it; would 22 you agree? 23 A. Yeah. I mean, that's what's</p>

FREEDOM COURT REPORTING

Page 133	Page 135
1 there, yeah.	1 A. No.
2 Q. And the employee handbook has 3 the date of 8/1/02 on it?	2 Q. Turn to page 5 of Defendant's 3 Exhibit 15, which is the 8/1/02 4 handbook. The vacation benefits, are 5 those the vacation benefits that are 6 described in the benefits package that 7 we looked at earlier?
4 A. Okay.	8 A. Benefits package --
5 Q. Would you agree with that?	9 Q. The benefits memo that we looked 10 at earlier --
6 A. I'm looking at it, yeah.	11 A. Yeah. Yeah. Yeah.
7 Q. Okay. So by signing the 8 acknowledgment from the employee 9 handbook dated 8/1/02, would you agree 10 that you received -- that this is the 11 employee handbook that you received, the 12 one dated 8/1/02? I'm not trying to 13 trick you.	12 Q. -- which is Defendant's 13 Exhibit 9.
14 A. Yeah. Yeah. I mean, and -- I 15 received a handbook on two different 16 occasions. You know, this has got 17 8/1/02 and that has got 8/1/02. So I'm 18 good to go with that.	14 A. Yes.
19 Q. Okay. Looking at Defendant's 20 Exhibit 15, which is the 8/1/02 21 handbook, would you have looked through 22 the handbook when you got it?	15 Q. I'm looking at Bates No. 17, 16 which is the employee handbook -- or 17 looking at Exhibit No. 17, which is an 18 employee handbook dated January 1, 2005.
23 A. I'm sure I may have gazed	19 Would you have looked at this handbook 20 when you received it?
	21 A. Probably not, other than just 22 the fact that I got it and knew it was a handbook. And, there again, I may have
Page 134	Page 136
1 through it. I'm sure I didn't read it 2 verbatim from start to finish.	1 scanned it to see if there were anything 2 different from the prior handbook. But 3 as far as reading it cover to cover, 4 word for word, no.
3 Q. When you started working for 4 Merchants, who was the president of the 5 company?	5 Q. If you look at page 4 for 6 employment status category, would you 7 agree that you would be categorized as 8 an exempt employee -- as a salaried 9 employee who is not subject to the 10 overtime provisions of the Fair Labor 11 Standards Act?
6 A. When I started for Merchants?	12 MR. BLYTHE: What page you on?
7 Q. Uh-huh.	13 MR. DYKES: Page 4.
8 A. Don Suber.	14 THE WITNESS: 4.
9 Q. Did you ever receive anything in 10 writing from Don Suber regarding your 11 employment?	15 A. Yes, I would.
12 A. No.	16 Q. (BY MR. DYKES:) I think I'm 17 done with the handbook, so no more 18 confusing exhibits.
13 Q. Okay. Did you receive anything 14 from Don about the hours that you were 15 going to work?	19 So we've gotten up to the time 20 that you were hired and you signed the 21 policies and have gone in and are 22 starting as an operations manager. As 23 an operations -- as the operations
16 A. No.	
17 Q. Did you receive anything in 18 writing from Don about your vacation or 19 night work?	
20 A. No.	
21 Q. Did you receive anything from 22 Don about the work force and the 23 stability of the work force?	

34 (Pages 133 to 136)

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FREEDOM COURT REPORTING

<p style="text-align: right;">Page 137</p> <p>1 manager at Merchants Foodservice, just 2 tell me what you did. 3 A. As far as? 4 Q. What were your job duties? 5 A. Just the day-to-day operation of 6 the inbound freight on day shift, the 7 selection process and shipping at night 8 and the transportation or the delivery 9 process the following morning. 10 Q. And who did you report to? 11 A. Hal Henson would have been my 12 direct report. 13 Q. What was his job title? 14 A. There again, I'm thinking it was 15 branch manager, but it could have been 16 general manager. 17 Q. Do you know how long Hal had 18 been with Merchants Foodservice when he 19 started? 20 A. To the best of my recollection, 21 approximately two years. But that's a 22 guess. That's -- 23 Q. Who would have been the other</p>	<p style="text-align: right;">Page 139</p> <p>1 when you left? 2 A. He was. 3 Q. Jason Kelly, how long had he 4 been with the company? 5 A. About the same length of time I 6 think in -- that's employment with the 7 company as a driver, supervisor, and 8 manager. 9 Q. Do you know how long he had been 10 transportation manager? 11 A. He was named that during my 12 predecessor's tenure. So to be honest 13 with you, I'm going to say less than two 14 years. 15 Q. Well, how long had that facility 16 been in Clanton? 17 A. We built the facility in -- 18 SYSCO in Calera, I went to work for them 19 in '98. We started shipping groceries. 20 It was under construction and then 21 completed in January of '99. Clanton 22 Merchants was, best of my 23 recollection -- like I said, I wasn't up</p>
<p style="text-align: right;">Page 138</p> <p>1 managers that you would have worked -- 2 that would have been under you as -- who 3 would have been the managers under you 4 as operations manager? 5 A. Would have been Randy Harrington 6 on day shift, Jason Kelly in 7 transportation, and Phillip Stitt was 8 the night manager. 9 Q. Was Rodney Ware a supervisor? 10 A. Supervisor, yeah. I thought you 11 asked for managers. 12 Q. I did. I did. 13 A. Okay. 14 Q. Who were your other supervisors? 15 A. Seneca Kinsey on day shift and 16 Rodney Ware on nights. 17 Q. How long had Randy Harrington 18 been with the company? 19 A. Here again, I'm pulling from -- 20 Q. Just to the best of your 21 knowledge. I mean -- 22 A. Four years. 23 Q. Was Randy still working there</p>	<p style="text-align: right;">Page 140</p> <p>1 and down that road a lot -- that 2 facility broke ground after we were up 3 and operating in '99. 4 Q. Okay. 5 A. So it was a newer facility than 6 the -- and had been there less time at 7 that location than the one -- the SYSCO 8 place in Calera. 9 Q. Was Jason Kelly still working 10 there when your employment with 11 Merchants -- 12 A. He was. 13 Q. How long had Phillip Stitt been 14 with the company when you started? 15 A. There again, you're -- three 16 years, four years. I think Phillip 17 actually may have been there longer than 18 that. I think he actually worked -- 19 they had a place in Montgomery, I 20 believe, that he worked at before he 21 came. So Phillip probably had more time 22 than either Jason or Randy, but -- 23 Q. Was Phillip still working there</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 141</p> <p>1 when your employment ended? 2 A. No, he was not. 3 Q. Why not? 4 A. He was on the verge of being 5 fired for absenteeism when he resigned. 6 Q. Were you going to fire him for 7 absenteeism? 8 A. Yes. 9 Q. How long had he been there when 10 this happened -- when he resigned? 11 A. I want to say seven to eight 12 months. 13 Q. How about Rodney Ware, how long 14 had he been at the company when you 15 started? 16 A. Rodney, I don't know. A couple 17 of years, I'm guessing. He was a 18 selector that they had moved up to 19 supervisor. 20 Q. Was Rodney still there when you 21 left? 22 A. No, he was not. 23 Q. What happened to him?</p>	<p style="text-align: right;">Page 143</p> <p>1 Q. Was he still there when you 2 left? 3 A. He was. 4 Q. When you started at Merchants 5 Foodservice, what hours were you 6 working? 7 A. I started out going in at 7:30 8 and getting off at 4:30. 9 Q. How long did you do that? 10 A. Extremely short period of time. 11 I can't give you a time frame, but it 12 was extremely short. 13 Q. Why did your hours change? 14 A. Just I was told that I needed to 15 be there longer. 16 Q. Who told you that? 17 A. Hal did. 18 Q. Did he tell you why? 19 A. Just from day one when I -- like 20 I said when I went to work there, just 21 everything about that place was a mess; 22 day shift, night shift, transportation, 23 shorthanded. Just -- there was just no</p>
<p style="text-align: right;">Page 142</p> <p>1 A. He was fired for sexual 2 discrimination. 3 Q. When did that happen? 4 A. The incidence that he was fired 5 for happened -- I don't remember his 6 termination date. But when it came to 7 my -- it was less than a week after I 8 found out about it, was when he was 9 fired. 10 Q. Okay. Was it around the same 11 time that Phillip Stitt left, or was it 12 before? 13 A. No. It was a couple of 14 months -- I'm thinking it was a couple 15 of months before Phillip. 16 Q. Is it Seneca? 17 A. Seneca. 18 Q. Kinsey? 19 A. Uh-huh. 20 Q. How long had he been with 21 Merchants? 22 A. I want to say Seneca had been 23 there a couple of years.</p>	<p style="text-align: right;">Page 144</p> <p>1 way to do what needed doing in an 2 eight-hour period. And, I mean, just 3 after a short indoctrination, that's 4 what he told me to do, you know. And 5 it -- he didn't look at what time I came 6 to work, which was always before him. 7 He looked at what time I left, which if 8 it was before him, he always had 9 something to say to me. And, I mean, 10 somebody doesn't have to say something 11 to you -- you know, even on a day where 12 we actually had a good day and things 13 went smooth, if I walked by his office 14 and he was still sitting in his office 15 before 5:00, he'd say, "You leaving 16 already." And, I mean, you get the 17 message. You understand that, you know, 18 you need to stay here longer. 19 Q. Could you have come in later? 20 A. Could I have? 21 Q. Yeah. 22 A. No. 23 Q. Why not?</p>

FREEDOM COURT REPORTING

Page 145	Page 147
<p>1 A. Because what we were doing at 2 that time as far as trying to get the 3 employees to be there on time and not 4 come in when they wanted to be, Seneca 5 had to start part of the day shift and 6 we had other things that I needed to do 7 just with the assisting the day shift 8 starting.</p> <p>9 Q. Did you ever call Don Suber and 10 talk to him about the hours you were 11 working?</p> <p>12 A. No, I did not.</p> <p>13 Q. Did you call Andy about the 14 hours you were working?</p> <p>15 A. No, I did not.</p> <p>16 Q. As operations manager, were you 17 responsible for making sure the 18 operations worked smoothly?</p> <p>19 A. I was.</p> <p>20 Q. From what you found when you got 21 there, did you think you were going to 22 be able to get things to work smoothly?</p> <p>23 A. I don't understand what you're</p>	<p>1 hour less. So my employees, they didn't 2 care whether they came to work. They 3 didn't -- you know, if they missed work, 4 there were no repercussions. My hands 5 were pretty much tied where I couldn't 6 discipline them. And, you know, if they 7 lost their job, they could go to work 8 and a lot of them did. You go by 9 Hardee's sometime early in the morning 10 and get a biscuit and I'd see one of my 11 ex-employees working in the Hardee's 12 drive-through window.</p> <p>13 Q. I don't know why you said your 14 hands were tied in terms of discipline. 15 Why couldn't you discipline anybody?</p> <p>16 A. Because the shift -- the 17 turnover rate, we worked so shorthanded, 18 that I actually did, during the course 19 of my short tenure there, terminated two 20 or three employees and we had some 21 repercussions on night shift with some 22 trucks leaving later than we thought 23 they should have. And I was, point</p>
<p style="text-align: center;">Page 146</p> <p>1 saying, I -- at some point in time, I 2 hoped I would, yes. Just because I -- I 3 had no other choice. I had given up 4 what I had at SYSCO to go to work there. 5 I mean, my alternative was make this 6 work or do something else.</p> <p>7 Q. Did you think you were qualified 8 to get things turned around with what 9 you found?</p> <p>10 A. I think I was -- had I been 11 given what I needed to turn it around, I 12 would have been qualified, yes. I don't 13 think anybody, given what I had to work 14 with, was qualified to turn it around.</p> <p>15 Q. What do you think you should 16 have been given?</p> <p>17 A. Well, Andy and I talked on 18 numerous occasions about what we paid 19 our employees and it was a minimal 20 amount. I mean, they could make at 21 McDonald's what our forklift guys were 22 making. And compared to what we paid at 23 SYSCO, it was five or six dollars an</p>	<p style="text-align: center;">Page 148</p> <p>1 blank, told not to fire anybody else. I 2 could not fire anybody else.</p> <p>3 Q. Who told you that?</p> <p>4 A. Hal did. But I'm wanting to 5 think that Andy was -- I don't remember. 6 I had several conversations with Andy 7 about the way things were running and 8 not running. But I was, point blank, 9 told by Hal, I know, that just -- I 10 needed to just work given the 11 constraints I had, that we couldn't 12 afford to lose anymore people because we 13 just were running now.</p> <p>14 Q. Now, I thought you testified 15 earlier that Andy had told you to fire 16 several managers if they weren't doing 17 their jobs. Is that --</p> <p>18 A. He did. That was at an earlier 19 point in time.</p> <p>20 Q. Okay.</p> <p>21 A. That was early on. That was -- 22 that was two to three months into the -- 23 into it. I mean, like I said, from day</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 149</p> <p>1 one, it was screwed up and Andy would 2 call and question something about 3 transportation, you know. Why this 4 wasn't happening or why we were having 5 trouble hiring divers or why we were 6 losing drivers or something like that. 7 And if I ever indicated that it might be 8 something to do with Jason or -- and 9 this is the same way with Phillip or 10 Randy, he'd say, "Well, fire their ass 11 and get whoever you want. Get you 12 somebody in there that can do the job."</p> <p>Q. As the operations manager, wasn't it your responsibility to find managers who could do the work?</p> <p>1 A. Well, I thought coming in what I 2 was told that I had managers in place 3 that could do the job. I mean, just 4 like I can't fire -- I mean, I can't be 5 there 24 hours a day. We actually did 6 start searching for a night warehouse 7 manager when we made the determination 8 to fire Phillip and then he quit and</p>	<p style="text-align: right;">Page 151</p> <p>1 errors we were having. 2 Q. Was this before or after Phillip 3 Stitt quit? 4 A. Before -- before he quit, I 5 worked probably four or five weeks. 6 When Phillip quit, I actually had to 7 start working nights, you know, because 8 I had no manager to work night shift. 9 Randy and I -- Randy actually worked a 10 few weeks at night. He and I would 11 alternate where I wasn't continually on 12 night shift. But throughout the course 13 of the ten and a half months, I worked 14 ten weeks on night shift.</p> <p>Q. Without a night manager, as 1 operations manager, were your -- I mean, 2 was it expected that you would be the 3 one to work at night until you had a 4 night manager? 5 A. Somebody had to.</p> <p>Q. Well, if it wasn't you, who 1 would it be? 2 A. Well, like I said, I worked</p>
<p style="text-align: right;">Page 150</p> <p>1 then --</p> <p>Q. When you started working there, 2 were you working nights?</p> <p>3 A. When I started?</p> <p>4 Q. Yeah.</p> <p>5 A. No. I did -- first couple of 6 weeks, I worked day shift.</p> <p>7 Q. Okay. Did you start working 8 nights at some point?</p> <p>9 A. I did the couple of days that 10 I -- you know, I said I was told during 11 the interview process I should do. And, 12 like I said, our numbers from the very 13 start -- way before I got there up until 14 now, just our shorts on trucks, our 15 mispicks, that type stuff was just 16 through the roof, so to speak. And 17 that's when it was suggested that I 18 needed to start working -- or not 19 suggested. I was just told I needed to 20 start working nights to see if we 21 couldn't get a handle on how to get our 22 numbers better and solve some of the</p>	<p style="text-align: right;">Page 152</p> <p>1 one -- Randy and I rotated out. 2 Somebody had to be there.</p> <p>Q. Had y'all hired another night 3 manager before you stopped working at 4 Merchants Foodservice?</p> <p>5 A. We had.</p> <p>6 Q. Who did y'all hire?</p> <p>7 A. His name was -- I think his 8 first name was James. His last name was 9 Tankersley.</p> <p>10 Q. As operations manager, did you 11 have to work with James Tankersley to 12 who him how things operated?</p> <p>13 A. I did.</p> <p>14 Q. Was that out of the ordinary for 15 an operations manager to have to do 16 that?</p> <p>17 A. No.</p> <p>18 Q. Before Phillip quit, the four 19 weeks or so that you worked nights, why 20 did you work nights those weeks?</p> <p>21 A. Just because the night shift was 22 in such disarray. I mean, we were late</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 153</p> <p>1 trucks, short on employees, just -- I 2 mean, it was just horrendous the way it 3 was -- we were functioning on night 4 shift.</p> <p>Q. Do you know what the numbers for the night shift were before you started?</p> <p>7 A. I don't have any recollection of 8 any numbers, what they were before I 9 started or what they were while I was 10 there.</p> <p>Q. Do you know how they compared while you were there to before you were there?</p> <p>14 A. I think they were actually worse 15 while I was there, but I don't know 16 that. Just I didn't make my bonus, so 17 something must have been wrong.</p> <p>Q. How many Saturdays did you have to work?</p> <p>20 A. Worked a total of eight.</p> <p>Q. Why did you work those Saturdays?</p> <p>23 A. A couple of them were for</p>	<p style="text-align: right;">Page 155</p> <p>Q. As an operations manager, is that something that you would be expected to be at?</p> <p>4 A. I'm sure you would be, yes.</p> <p>Q. How about the truck drivers meetings, as the operations manager over transportation, is that something you needed to be at?</p> <p>9 A. They thought I did.</p> <p>Q. Who is "they"?</p> <p>11 A. Merchants. Hal.</p> <p>Q. Were there any Saturdays that you went up on your own just because you felt like you needed to get some stuff done?</p> <p>16 A. No.</p> <p>Q. Do you think Hal was a good boss?</p> <p>19 A. Good in which way?</p> <p>Q. I mean, just in general did you think he was a good boss?</p> <p>22 MR. BLYTHE: I'm going to object 23 to the form of that question. Go ahead</p>
<p style="text-align: right;">Page 154</p> <p>1 inventory, scheduled inventories. Our 2 inventory was so messed up, we 3 actually -- they called a different 4 inventory or our numbers from one 5 inventory didn't match up. You know, 6 something was wrong and we were required 7 to do another inventory, and that was a 8 Saturday. One Saturday, we had a -- I 9 think they had a rodeo or something like 10 that. And one Saturday, we had some 11 truck -- truck drivers meetings and I 12 don't think that adds up to -- I don't 13 remember why -- why I was there.</p> <p>Q. I don't understand what you mean you had a rodeo.</p> <p>16 A. For the truck drivers. They 17 participate in an obstacle course type 18 deal and then whoever wins that rodeo 19 actually gets a trip to go to 20 participate in the national rodeo.</p> <p>Q. Okay.</p> <p>22 A. So it was just a function for 23 the drivers.</p>	<p style="text-align: right;">Page 156</p> <p>1 and answer it.</p> <p>2 A. On a scale of one to ten -- and 3 this may not be the way you want me to 4 answer it -- I would say Hal was 5 probably a three.</p> <p>Q. Okay. Why would you say he was a three?</p> <p>8 A. One, I never had -- and this is 9 me personally. From all I had been told 10 beforehand to what I found out from day 11 one, I knew he had out-and-out lied to 12 me to get me to come to work there. So 13 I'm not going to put a whole lot of 14 faith in that individual from the 15 get-go. To disrupt my life and alter my 16 life -- it wasn't just a disruption. It 17 altered my life forever. What he told 18 me and what he led me to believe and the 19 basis for my coming to work there, it's 20 hard to pat that man on the back and 21 say, yeah, he's a great guy.</p> <p>Q. In terms of his leadership for the folks working there, how did he do</p>

FREEDOM COURT REPORTING

Page 157	Page 159
1 at that?	1 Merchants on any of this material right
2 A. I think everybody liked Hal.	2 here. It was all based on what I was
3 Hal wanted -- Hal wanted to be liked. I	3 told during the interview by Hal Henson.
4 think he sometimes may have made	4 And, like I said, you throw in the
5 promises to the sales staff, that's what	5 family orientation stuff and all like
6 he thought they wanted them to hear and	6 that from Andy. But by and large, Hal
7 not necessarily what he thought he could	7 Henson told me everything I relied on to
8 deliver. So, there again, from an	8 base my decision on.
9 integrity standpoint, I'm not sure. You	9 Q. When you started there, did Hal
10 know, I know he wanted to be liked and	10 give you -- and throughout while you
11 everybody did, for the most part. The	11 worked there, did Hal give you guidance
12 other employees did like Hal.	12 in how to run the operation?
13 Q. The things that you say were	13 A. No, he did not.
14 told to you to make you decide to come	14 Q. What did he do?
15 to Merchants, were those things -- are	15 A. He let me know what was wrong or
16 those things that were primarily made by	16 what he thought was wrong and told me I
17 Hal, or are they things you're saying	17 needed to fix it.
18 were also made by Don and Andy?	18 Q. We talked about vacation days
19 A. Predominately, like I said, Hal	19 and what you were told. How many
20 conducted the nuts and bolts of the	20 vacations days did you request while you
21 interview. Andy and Don came in, more	21 worked there?
22 or less, in a mop-up effort just to meet	22 A. I asked off three particular
23 and greet. And, you know, the few	23 instances. The first two was just a
Page 158	Page 160
1 questions I've already mentioned that	1 day.
2 they asked, they asked, but I think they	2 Q. Okay. What happened on those
3 were relying on Hal's recommendation	3 two instances when you asked off?
4 from what transpired. And that's just	4 A. I was just told that now, you
5 the way I see it.	5 know, I couldn't have them. One was --
6 Q. You're claiming here that you	6 and then I tried to tie it all with the
7 were fraudulently induced to come to	7 weekend, you know, to -- I didn't want
8 work at Merchants Foodservice.	8 one isolated day on a Tuesday or
9 A. Uh-huh.	9 Wednesday, but I was just told that I
10 Q. I'm just trying to figure out	10 couldn't have them. The last time I
11 who you think are the folks that	11 asked off was in June, I think, and this
12 fraudulently -- I mean, how you were	12 was in a meeting I had with Scott Casey
13 fraudulently induced to come here in	13 and Hal Henson. And we had something
14 terms of what was said.	14 coming up, a family deal down in Florida
15 A. In terms of what was said?	15 that I wanted to -- you know.
16 Q. Yeah.	16 And at this point in time, I
17 A. Hal Henson.	17 wasn't asking for just a day off I had
18 Q. Okay. All right.	18 been promised and never got. I actually
19 A. He's the one that made the	19 in January 1 -- according to the
20 promises, the statements, the deviation	20 handbook and I think maybe it states
21 from -- you know, you keep going back to	21 this and in my statement I said what Hal
22 handbooks and all that. I didn't base	22 told me was a year after -- five days
23 any of my decision to come to work for	23 after a year, which is what he told me.

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 161</p> <p>1 But if you had been there a certain 2 amount of time, you got prorated like 3 when the year started in January '05, I 4 actually accrued two days' vacation 5 then.</p> <p>6 And this was in June that I made 7 this request for two days off to go to 8 Florida with my family for a reunion and 9 I was just told I couldn't have them. 10 And at the time, I told Hal -- I said, 11 "Well, Hal, I've been here for over ten 12 months. You told me I could have off. 13 You told me all I ever had to do was ask 14 off and you'd give me time off. All I 15 want is two days and I'll use my 16 vacation days. But I would like to have 17 off. I haven't been off in ten months." 18 He said now is not the time. And the 19 place was in turmoil. I'm not denying 20 that. It was in a shambles. But I was 21 mentally, physically beat, frustrated 22 and asked for two days off for a little 23 R and R and spend some time with my</p>	<p style="text-align: right;">Page 163</p> <p>1 pitching in and helping or offering 2 any -- you know, other than needing to 3 work longer was how he helped me. You 4 know, telling me I needed to work 5 longer.</p> <p>6 Q. When did he come over? 7 A. I don't know when he actually -- 8 he came to work after I came to work 9 there and the -- my counterpart in 10 Jackson -- and I'm trying to think of 11 his name -- he replaced him. He was 12 fired and Scott replaced him. And 13 sometime shortly thereafter, he was 14 named something else. I don't recall 15 what his title was, but he was given 16 another --</p> <p>17 Q. Director of operations? Does 18 that sound -- 19 A. No. I think that's what he was 20 hired as, but --</p> <p>21 Q. When did he come over there to 22 Clanton to observe? 23 A. He came -- during some period in</p>
<p style="text-align: right;">Page 162</p> <p>1 family and was told I couldn't have it. 2 Now was not the time to be asking off.</p> <p>3 Q. The other two times that you had 4 asked for a day off to go at the 5 weekend, were you told why you couldn't 6 have those days off?</p> <p>7 A. I don't recall why -- the reason 8 why. I just -- that I was told I could 9 not have them.</p> <p>10 Q. Do you know how operations were 11 going around that time when you asked to 12 be off on those Fridays or Mondays?</p> <p>13 A. An overview of how it ran the 14 whole time I was there, it was awful, to 15 be honest with you. It never got any 16 better. It just gradually continued to 17 get worse despite my efforts.</p> <p>18 Q. At some point, did Scott Casey 19 come over to help out in the operations?</p> <p>20 A. I'm not going to say he was so 21 much there to help as he was to observe.</p> <p>22 Q. Okay. What --</p> <p>23 A. I don't remember him ever</p>	<p style="text-align: right;">Page 164</p> <p>1 time, he would come almost every other 2 week.</p> <p>3 Q. Okay. 4 A. He was a regular there the last 5 six or eight weeks that I worked there.</p> <p>6 Q. Did he ever stay for an extended 7 period of time, or was it just to come 8 for a day and then go back?</p> <p>9 A. No. He would spend the night. 10 Sometimes a couple of nights.</p> <p>11 Q. While he was there, did you tend 12 to work more?</p> <p>13 A. Did I --</p> <p>14 Q. Tend to have longer hours?</p> <p>15 A. No.</p> <p>16 Q. By this point, what hours were 17 you working in a typical day?</p> <p>18 A. In a typical day, from 6:45 in 19 the morning till 5:15, 5:30 in the 20 afternoon.</p> <p>21 Q. About how long of your 22 employment were those the hours that you 23 were typically working?</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 165</p> <p>1 A. I started working that when 2 Phillip's absenteeism got to where it 3 was a problem. I was still coming in 4 the 6:45 to 7:00 clock-ish for day shift 5 reasons, but then I needed to stay and 6 be there. The night shift normally came 7 in -- depending on -- you know, we would 8 know the day beforehand what our 9 schedule basically looked like for the 10 next day and we tried to keep our night 11 shift from coming in too early if day 12 shift wasn't going to be through, so you 13 didn't have all your selectors around on 14 the clock being nonproductive. But when 15 Phillip's absenteeism got to be a 16 problem, I had to stay there and ensure 17 that he showed up. And in the interim, 18 Rodney had been fired and we had 19 promoted two of the lead men to 20 supervisors and they were green as grass 21 as far as running a shift or dealing 22 with employees, you know. They were 23 used to being an employee; not a</p>	<p style="text-align: right;">Page 167</p> <p>1 never saw one leave. 2 Q. Any other problems at the plant 3 that you were not expecting when you 4 started working there? 5 A. Well, I wasn't expecting the 6 equipment to be in the shape it was in, 7 given it was a newer facility than what 8 I came from. But the equipment was just 9 awful. Breakdowns constantly, no 10 scheduled PMs on it, no -- preventive 11 maintenance is what a PM is. No 12 nothing. It was just -- when it got to 13 where it wasn't operational and would 14 not run anymore, that's when they would 15 fix it. 16 Q. Did you talk to Hal or did Hal 17 talk to you about the machinery during 18 the interview? 19 A. I talked to Hal and Hal told me 20 I needed to be talking to Jimmy Triggs; 21 not to him. That Jimmy Triggs was 22 corporate maintenance and he controlled 23 the pursestrings, so to speak, on what</p>
<p style="text-align: right;">Page 166</p> <p>1 supervisor. So to give you a specific 2 from this date to that date, I can't. 3 But that's about the time those hours 4 started. 5 Q. When you worked at SYSCO or Alex 6 City doing the food distribution, did 7 you ever have a manager quit or get 8 fired, or supervisor? 9 A. Never had one fired at Alex City 10 Provision. Like I said, we were smaller 11 than Merchants and I basically only had 12 the one guy on days and the one guy on 13 nights. When George died on nights and 14 Mark moved up to take his spot and, like 15 I said, he was there, so I didn't. And 16 the whole time I was at SYSCO as far as 17 day shift, night shift, never had one 18 leave for any reason. As our business 19 grew, they actually promoted, you know, 20 one of the night sups to assistant night 21 manager and hired one of the lead men 22 off of nights to be a supervisor. So 23 they actually increased the staff, but I</p>	<p style="text-align: right;">Page 168</p> <p>1 could and could not be done with the 2 equipment. 3 Q. I'm going to mark as Defendant's 4 Exhibit 18 -- is this an e-mail dated 5 May 26th, 2005 to Jimmy Triggs? Was 6 that what you were talking about in 7 terms of getting in touch with Jimmy 8 Triggs about the equipment? 9 (Defendant's Exhibit No. 18 was 10 marked for identification and 11 is attached.) 12 A. This particular e-mail was after 13 we -- I had eventually convinced Jimmy 14 to start a scheduled maintenance 15 program. Our repairs -- and I don't 16 remember exactly and I may be off here 17 or there. But not our maintenance, but 18 our repair bills on our equipment 19 averaged an excess of \$10,000 a month 20 for repairs. So I finally convinced him 21 it would be -- and I think Andy was part 22 of this decision-making process, that it 23 would be cheaper and more effective from</p>

42 (Pages 165 to 168)

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FREEDOM COURT REPORTING

Page 169 1 the long-run standpoint, one, to get the 2 stuff up and running so we weren't 3 working half the night with half our 4 equipment broke down; two, from a safety 5 standpoint, we had the equipment out 6 there that was just totally unsafe to be 7 on. 8 And they finally bought into the 9 preventive maintenance and I believe the 10 company we got to come in was Carolina 11 Handling, I believe is who we got to 12 come in and do the scheduled 13 maintenance. And when they started 14 working on the equipment, of course, we 15 wanted to get everything up and going. 16 So they came in and over the course of 17 several weeks did a checkup, so to 18 speak, on each piece of equipment. And 19 they fixed the simple stuff then. Some 20 of them needed the whole carriages 21 replaced on. I mean, expensive, 22 expensive repairs, that given the years 23 of neglect, I mean, it was going to take	Page 171 1 comfortable with that since I wasn't the 2 one that controlled whether they were 3 going to be fixed or not. And I copied 4 Merle Rester who was the corporate 5 safety director on this also. 6 Q. Okay. 7 A. And what I was told in phone 8 conversations by both of them, neither 9 one responded back via e-mail or I would 10 have had that for you. But they just 11 called me back on the telephone and told 12 me not to worry about it. That 13 Merchants had good insurance, that I 14 wasn't an entity or an officer of the 15 company. I couldn't be held liable for 16 anything that happened. And that they 17 were going to work on it and get 18 everything up to snuff and just quick as 19 they could and for me not to worry about 20 it, so -- 21 Q. Did Hal say anything to you 22 about the machinery during your 23 interview?
Page 170 1 to get them back in shape. 2 And the guy came in and I had to 3 sign off on all this stuff just before I 4 could send it to Jimmy to be paid and he 5 had red-flagged on each invoice on 6 particular pieces of equipment things 7 that the tech had to point out these are 8 safety violations. And I was signing 9 that I was being made aware of these 10 safety violations. This e-mail to Jimmy 11 was making him aware that I was 12 forwarding some stuff because he said we 13 can't afford to do all this at once. 14 We're going to need to factor it in over 15 a several-month period of time and 16 spread it out over the budget over 17 several months so we don't take such a 18 big hit in one month on our numbers. 19 And I wanted to make Jimmy aware 20 of the fact that I was signing off and 21 putting my name on this that I am aware 22 these pieces of equipment have safety 23 issues with them and I wasn't	Page 172 1 A. No, he did not. 2 Q. Did you ask him anything about 3 the machinery during your interview? 4 A. No, I did not. 5 Q. Anything else that you found 6 working there that you were not 7 expecting? 8 A. Well, I guess -- can I synopsis 9 this? 10 Q. Sure. 11 A. And this goes back to what 12 you've got there in front of you. But 13 the things I found out when I went to 14 work there were, one, I definitely was 15 going to work a lot more hours than they 16 told me; two, I wasn't going to have any 17 time off; three, I was going to work 18 night shift and Saturdays; four -- and 19 this is real important -- is the staff 20 just totally, totally, totally was 21 terrible. 22 I've never worked anywhere in my 23 life that had a turnover rate -- I

FREEDOM COURT REPORTING

Page 173	Page 175
<p>1 didn't know places existed that had 2 turnover rates this high. Never heard 3 of it in the food service industry 4 before or any other industry. With a 5 200-plus percent turnover on days and 6 400-plus on nights. So that, the 7 condition of the warehouse, the -- 8 uncleanliness of the warehouse, the -- 9 like I said, a five-year-old facility 10 looking 20 years old, the equipment, 11 like I said, looked just like the 12 facility. I didn't expect to find any 13 of that when I went to work there.</p> <p>Q. Okay. We've already talked -- you and Hal did not talk about the equipment during your interview?</p> <p>A. No, we didn't.</p> <p>Q. Did y'all talk about the condition or cleanliness of the warehouse during your interview?</p> <p>A. No, I did not. That's when I -- you know, I asked for a warehouse tour, but the way he explained it about not</p>	<p>1 A. Yes. 2 Q. Where did you get this? 3 A. From Melanie Allstage, the HR 4 director. 5 Q. When did you get it? 6 A. Should be dated. 7/1/2005 is 7 what I'm assuming. That's when she ran 8 the report, so -- 9 Q. Were you still working for the company when you got it? 10 A. I was. 11 Q. Why did you take it with you? 12 A. I had it in my belongings when I 13 left. 14 Q. Anything else you had in your belongings from Merchants when you left? 15 A. Just I've given you everything 16 that I knowingly have. 17 Q. What would drivers be considered in terms of employment? Would they be listed as drivers? 18 A. I think they would. I think 19 this is just the -- it's broken down by</p>
Page 174	Page 176
<p>1 making the announcement yet or anything 2 like that, I -- and I assumed, so 3 that's -- you know, I know what that 4 does. But I assumed that it was going 5 to be real similar to what SYSCO was, 6 given it was a newer facility than what 7 we had there.</p> <p>Q. But Hal didn't make any statements about that?</p> <p>A. No. He didn't say I've got an excellent facility or real clean, brand new equipment. He didn't make that statement like he did about the staff.</p> <p>Q. I'm going to mark as Defendant's Exhibit 19 -- you talked about turnover rates on the day and the night shift. This is a document that your attorney sent me yesterday. I've only got one other copy over here. Is that what you were referring to?</p> <p>(Defendant's Exhibit No. 19 was marked for identification and is attached.)</p>	<p>1 day shift and night shift. 2 Q. So transportation is not on here? 3 A. Transportation is not on here. 4 Q. What was the turnover like in transportation? 5 A. I don't have the numbers in 6 front of me. But I know hiring and 7 keeping drivers was a constant problem 8 for us. That's something -- we were 9 trying to hire drivers when I went to 10 work there. We were trying to hire 11 drivers when I left, so -- 12 Q. Okay. 13 A. We had actually taken back 14 drivers that had been terminated for 15 whatever reason. We'd actually gone out 16 and asked them to come back to work for 17 us, so that's how bad it was. 18 Q. What made you decide to leave Merchants Foodservice? 19 A. It's stated in my thing, the day 20 I left, which was July the 12th, I</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 177</p> <p>1 believe. That was one of Scott's 2 days -- that's the day he arrived, best 3 I remember, and we had had a meeting 4 that morning discussing a few things. 5 And he got there at 10:30, 10:45, 6 something like that. So we broke for 7 lunch and we were going to continue 8 after lunch when we got through. And 9 after lunch at 1:00 or so, came back in, 10 went to the conference room. Scott, 11 Hal, and myself sat down and Hal told me 12 that Scott was fixing to discuss a few 13 things with him and that I could just 14 deem him being the one -- I was always 15 told that Hal was my boss. He was my 16 supervisor. He -- you know, Hal was who 17 I answered to. But Hal made the 18 statement that Scott was fixing to make 19 a few statements and what he said, I 20 could consider it coming from him 21 because he and Scott had already talked 22 about it. 23 And Scott told me that -- Scott</p>	<p style="text-align: right;">Page 179</p> <p>1 gotten worse. And, like I said just a 2 couple weeks earlier, Scott had denied 3 me being off any time. And, you know, 4 even after I explained to him that I was 5 mentally and physically had all I could 6 have and take with just bumping your 7 head up against a brick wall and then 8 for him to come in and tell me that I'm 9 going to start working 60 hours a week, 10 that's mandatory, and I'm going to work 11 nights one week and day shift the next 12 week, that was just the proverbial 13 straw. 14 I gave them my stuff and I don't 15 think -- I don't remember writing a 16 letter of resignation. I don't 17 remember -- I know I didn't clean my 18 desk out. I didn't do anything. I was 19 just -- just shaking. I was -- I don't 20 know if I was mad, distraught, what, but 21 I'd had it. 22 I've never left a job in my life 23 without already having one in place to</p>
<p style="text-align: right;">Page 178</p> <p>1 had told me on more than one occasion 2 that I needed to be working 11, 12 hours 3 a day. That's what he did all the same 4 time in Jackson and -- but when we first 5 got started, he said, "Steve, I've got 6 to lay out some things for you." He 7 said, "From now on, I expect you to work 8 60 hours a week." And he said, "You're 9 going to work day shift one week and 10 night shift the next." And he said, 11 "Until I tell you different, that's 12 going to be your schedule." 13 And I immediately stood up, 14 handed in my keys or put them on the 15 desk. I didn't hand them to anybody. I 16 laid my keys and my cell phone on the 17 desk and told them I quit. I could do 18 them a letter of resignation if they 19 wanted me to, but I was through. I told 20 them I had been fed up from the get-go 21 from being lied to, that nothing I was 22 told was like it was when I was coming 23 to work here. It progressively had</p>	<p style="text-align: right;">Page 180</p> <p>1 go to. But I walked out that facility 2 not having a clue what I was going to 3 do. When I got in the car, I got my 4 cell phone and my wife knew the pressure 5 I was under and what I was going through 6 and she told me many times just quit. 7 Tell them to kiss your ass and leave. 8 But I didn't. I had to have a job and I 9 was hoping for a long time I could make 10 that work, but I couldn't. 11 And I called her and I told her 12 I quit and she said, "How do you feel." 13 I said, "Baby, believe it or not, I feel 14 like the weight of the world has been 15 lifted off my shoulders." And she said, 16 "Well, good for you." And I've just 17 been -- you know, two months without 18 working, couldn't -- 19 Q. If you need to take a break, we 20 can. 21 A. Yeah, if I can. Yeah. 22 MR. DYKES: That's fine. 23 (A break was taken.)</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 181</p> <p>1 Q. (BY MR. DYKES:) I'm going to 2 mark as Defendant's Exhibit 20 a 3 resignation letter. 4 (Defendant's Exhibit No. 20 was 5 marked for identification and 6 is attached.)</p> <p>7 Q. Do you recognize this, 8 Mr. Adams?</p> <p>9 A. I do.</p> <p>10 Q. Have we talked today about the 11 things in the letter that you were 12 saying nothing I was told during the 13 interview process has turned out to be 14 truthful? Have we talked about all of 15 those things?</p> <p>16 A. We have.</p> <p>17 Q. Okay. Have we talked about the 18 problems that you had in the facility 19 once you started working there?</p> <p>20 A. Uh-huh.</p> <p>21 Q. Any area that we haven't talked 22 about that you can remember?</p> <p>23 A. I can't remember any other that</p>	<p style="text-align: right;">Page 183</p> <p>1 where I had ever been in my life, you 2 know, was something like I'd never seen. 3 But I was lured away from that 4 by what turned out to be just 5 out-and-out fraudulent statements, lies, 6 deceit, ever how you want to phrase it. 7 And I felt like that ought to be against 8 the law. And, so, I put on paper my 9 experience best I could remember from 10 initial contact through the day I left 11 and contacted Derrick. And upon his 12 recommendation --</p> <p>13 Q. I don't want to know what 14 Derrick told you.</p> <p>15 MR. BLYTHE: Yeah. Don't --</p> <p>16 Q. Yeah. I don't want to know 17 that.</p> <p>18 A. Okay. Just I think I had a 19 case, a real good case, because I know 20 what happened to me, I know what was 21 told to me, and I know what I walked in 22 and found out to actually be the case.</p> <p>23 I know what I gave up leaving SYSCO and</p>
<p style="text-align: right;">Page 182</p> <p>1 I need to talk about or bring up.</p> <p>2 Q. And I understand that you're not 3 a lawyer, and I know that your attorney 4 drafted your complaint, which I'm going 5 to mark as Defendant's Exhibit 21.</p> <p>6 (Defendant's Exhibit No. 21 was 7 marked for identification and 8 is attached.)</p> <p>9 Q. This is a copy of the complaint 10 that was filed in the case.</p> <p>11 MR. DYKES: I figured you 12 probably have got one.</p> <p>13 MR. BLYTHE: Yeah, I've got it.</p> <p>14 Q. (BY MR. DYKES:) Can you just 15 tell me in your own words why you filed 16 this lawsuit?</p> <p>17 A. In my own words, I was, for lack 18 of a better term, lured away from a job 19 I had, a good job I had, a job that I 20 really enjoyed, a job with great 21 benefits, a good salary. Just the 22 financial end of working at SYSCO 23 compared to where I had come from or</p>	<p style="text-align: right;">Page 184</p> <p>1 I know at a bare minimum what I could 2 have had at retirement. Their policy 3 was three percent minimum annual raise. 4 I never received less than, I think, 5 four in my tenure there. As much as 6 eight in a year's time, but a minimum of 7 three. It was guaranteed to me. And 8 you expound that out to the age I retire 9 and what that would have been, worse 10 case scenario, against what I can 11 expect, given my certain circumstances, 12 then you do the same thing with my 13 pension plan I had there.</p> <p>14 They had a pension plan that was 15 based solely on longevity. It wasn't 16 anything I contributed to. It wasn't 17 anything -- you know, wasn't 401-K or 18 something like that they matched. This 19 was an employee benefit they gave their 20 employees for long-term service. That's 21 a finite. That's written in stone what 22 their policy is. I know what I'm 23 drawing now. I was vested fortunately</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 185</p> <p>1 and I'll draw a small pension, but it's 2 a penance compared to what I would have 3 drawn had I completed my career at 4 SYSCO. It's substantial in both cases, 5 the difference in salary, plus my 6 pension are substantial. And I filed 7 the lawsuit to recoup what I had, and 8 pardon the French, or I won't -- I'll 9 phrase it a different way, that I had 10 been wronged out of.</p> <p>11 Q. How much do you think you were 12 wronged out of in salary?</p> <p>13 A. The way I put it together was 14 taking my base salary at SYSCO, no 15 bonus, just my base salary, and did that 16 out exponentially three percent per 17 year. So this is worse case scenario. 18 Against what I hope to go to work for. 19 Actually, before I -- a couple of weeks 20 I was unemployed mulling over what to do 21 and, you know, I spent some time on the 22 Internet looking at what constitutes 23 fraud or breach of contract, you know.</p>	<p style="text-align: right;">Page 187</p> <p>1 pension's pretty much etched in stone. 2 It's based on your five years highest 3 salary average time a percent and a half 4 for every year worked. So that's -- you 5 know, that could vary some. But, again, 6 I put my number together worse case 7 scenario and that's -- I don't remember, 8 but it was over \$300,000 according -- I 9 think I gave you a thing that details 10 that.</p> <p>11 But I'm looking to recoup what I 12 was wronged out of. And I would be 13 willing and -- to send a statement, so 14 to speak, from a punitive standpoint, 15 you know. I don't know whether that's 16 fair or right or whatever. But I feel 17 like I've been wronged and wronged in a 18 bad way and the message needs to be sent 19 to Merchants as well as any other 20 business, I guess, doing business in the 21 State of Alabama that this is against 22 the law. And as far as a punitive 23 standpoint, I would seek whatever a jury</p>
<p style="text-align: right;">Page 186</p> <p>1 I researched best I could in layman's 2 terms on the Internet. And to put a 3 dollar figure on it, I went -- worse 4 case scenario with SYSCO, I applied for 5 several jobs that the position I was 6 applying for started out at 35 or less a 7 year. Where I actually went to work, I 8 started at \$700 a week, so that's -- or 9 not 700 a week. I started at 35,000 a 10 year, which is a little less than 700 a 11 year [sic]. But I didn't know where I 12 was going to be working when I put the 13 figures together.</p> <p>14 But doing it worse case scenario 15 like that in salary, I'm going to lose 16 in excess of \$400,000 over what I would 17 have had bare minimum. And, like I 18 said, that's assuming I stayed a day 19 shift supervisor at SYSCO for the next 20 20 years and was never promoted. That's 21 staying in the same position till I was 22 67 years old.</p> <p>23 The same with the pension. The</p>	<p style="text-align: right;">Page 188</p> <p>1 thought the case merited and I hope that 2 would be substantial.</p> <p>3 Q. If another company in the food 4 distribution business had come along and 5 offered you more than you were making at 6 SYSCO like Merchants Foodservice did, 7 would you have interviewed with them and 8 talked to them about it?</p> <p>9 A. While I was at SYSCO?</p> <p>10 Q. Well, I mean, you talked to 11 Merchants.</p> <p>12 A. Yeah.</p> <p>13 Q. Because somebody called offering 14 you more money and a better bonus.</p> <p>15 A. Yes.</p> <p>16 Q. If somebody else had called 17 while you were working at SYSCO and 18 offered you more money and a better 19 bonus, would you have talked to them 20 about a job?</p> <p>21 A. Since they never called, I 22 really don't -- don't know.</p> <p>23 Q. Well, let's say that U.S.</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 189</p> <p>1 Foodservice had been the one calling 2 instead of --</p> <p>3 MR. BLYTHE: I'm going to object 4 to the form of the question. I'm going 5 to let him go ahead and answer it.</p> <p>6 Q. Say U.S. Foodservice had called 7 in August of 2004 instead of Merchants 8 Foodservice, would you have talked to 9 them about a job?</p> <p>10 A. If they had given me the 11 information -- you know, I would have 12 asked what it paid. Just --</p> <p>13 Q. Right.</p> <p>14 A. You know, if it had been equal 15 or just that much more, absolutely not. 16 Had it been a substantial salary 17 increase, then, yes, I would have -- 18 would have interviewed or pursued it to 19 see where it led and what, in actuality, 20 would be offered, yes.</p> <p>21 Q. Have we talked about all the 22 ways you think you have been defrauded 23 today?</p>	<p style="text-align: right;">Page 191</p> <p>1 on.</p> <p>2 Q. Okay.</p> <p>3 A. So what we've talked about is 4 the basis for the fraud, yes.</p> <p>5 Q. Okay. We've talked monetarily 6 how you believe you've been damaged. 7 What other ways do you claim that you've 8 been damaged?</p> <p>9 A. From a -- like I said, and I 10 don't know how this factors in to 11 anything, I'm just going to tell you my 12 mental state, you know, and when I 13 finally resigned, wasn't eating, wasn't 14 sleeping, just not -- I knew it couldn't 15 go on much longer, not given the way 16 things were. I had no foreseeable light 17 at the end of the tunnel that things 18 were going to get better.</p> <p>19 And from a financial standpoint, 20 a man with a house, truck payment, car 21 payment, all those sort of things, I 22 didn't know what I was going to do. But 23 I knew I couldn't keep on doing what I</p>
<p style="text-align: right;">Page 190</p> <p>1 A. Yes.</p> <p>2 Q. Okay. Now, you have a complaint 3 that you were told things that were 4 wrong and we've talked about all those, 5 is my understanding; is that right?</p> <p>6 A. Uh-huh.</p> <p>7 Q. There's also a claim that there 8 were things that you were not told that 9 you claim you should have been told. Is 10 there anything that you -- is there 11 anything that you claim you should have 12 been told that you weren't told? Let me 13 strike that question.</p> <p>14 Other than the statements that 15 you think that you say were told that 16 were wrong, is there any other way that 17 you are claiming that you were defrauded 18 in this case?</p> <p>19 A. If I understand the question and 20 I think I do, no. I mean, I asked 21 questions, I was answered, and that's 22 what I based my decision on. That's all 23 the information at the time I had to go</p>	<p style="text-align: right;">Page 192</p> <p>1 was doing, so just -- you know, I don't 2 really know what mental anguish is or 3 anything like that. I was physically 4 and mentally distraught, I guess, is the 5 best way to put it. Couldn't eat, 6 couldn't sleep.</p> <p>7 My wife would probably tell you 8 I couldn't do something else. But, you 9 know, I figured that would heal in time. 10 You know, just like I said, when I quit 11 and walked out the door and called my 12 wife, I felt better immediately. The 13 weight of the world lifted off my 14 shoulders temporarily. But then the two 15 months I was there living off cashing 16 CDs and cashing in my 401-K and living 17 off money I'd worked hard to save 18 because the bills kept on coming in, you 19 know, they didn't care whether I was 20 working or not. They didn't stop. So 21 that plays on you wondering what you're 22 going to do when that money runs out. 23 And I started trying to find a job two</p>

FREEDOM COURT REPORTING

Page 193	Page 195
<p>1 days after I left and it took me two 2 months to find a job.</p> <p>3 Q. Where all did you look for a 4 job?</p> <p>5 A. Locally, I tried Samlip, which 6 they make automotive parts for -- I 7 think it's a Honda or Hyundai 8 dealership. Honda dealership. Wellborn 9 Cabinet has a real nice facility there. 10 They hire about 400 people or employ 11 about 400 people. They build custom 12 cabinetry. Tried Wellborn. The brother 13 has got a competing plant there in 14 Ashland, which is about 35 miles away. 15 I tried Wellborn Cabinet. I did try the 16 Honda plant in Lincoln. I tried the 17 State of Alabama in Montgomery, Auburn 18 University in Auburn.</p> <p>19 Q. What did you try at the State of 20 Alabama?</p> <p>21 A. They have just -- if you go 22 online to their Web site, they've 23 actually got a list of positions that</p>	<p>1 it's sort of a wait and see type deal. 2 We'll call you.</p> <p>3 And, actually, I did get 4 contacted -- this was after I went to 5 work for Russell Lands. But they 6 contacted me and told me I'd been moved 7 up the list and if I was interested, I 8 needed to respond. And I never 9 responded because I was already 10 gainfully employed again, but --</p> <p>11 Q. Okay. Where else did you -- 12 you got the State of Alabama. What did 13 you apply for at Auburn University?</p> <p>14 A. I don't remember the position. 15 There again, you can go online there and 16 they list, you know, employment 17 opportunities. It was something to do 18 in a supervisory role. I don't remember 19 the exact department that it was.</p> <p>20 Q. Did you get any interviews with 21 any of these folks or any of these 22 companies?</p> <p>23 A. No, I did not.</p>
Page 194	Page 196
<p>1 are available. Some are merit positions 2 that only existing employees can apply 3 for. Some are at-large and you actually 4 fill out an application, three or 5 four-page application that lists your 6 qualifications, your education. And, 7 you know, they give you the criteria -- 8 minimum criteria to be eligible for the 9 job that you are applying for. And 10 actually, my brother works with the 11 Highway Department. He's a State of 12 Alabama employee. He gave me the 13 directory and told me to how to do it. 14 I went through the positions 15 that I was qualified for and filled out 16 applications and sent in for every one of those 17 and they actually put you on a list and 18 grade you by your application. And I 19 made two lists for the two of the -- 20 three of the jobs I applied for, I 21 actually made a list, but it's a list 22 that encompasses -- you know, I don't 23 know how many names go on there. But</p>	<p>1 Q. Where was your first interview 2 after -- after you left Merchants 3 Foodservice?</p> <p>4 A. Formal interview was with 5 Russell Lands.</p> <p>6 Q. What was that for or what was 7 that job for?</p> <p>8 A. For the position I hold now, 9 which is assistant manager at the Ridge 10 Marina.</p> <p>11 Q. What are you doing as the 12 assistant manager?</p> <p>13 A. As assistant manager when I 14 started and currently, it's -- my actual 15 job description changes May 1. But the 16 day-to-day running of the marina, which 17 we're a full service owned water marina. 18 We have gas pumps, you know, on the 19 docks and we've got dry storage, stack 20 storage in back. We've got 100 wet 21 slips where we keep our -- customers 22 have larger cruisers in water, you know, 23 cabin cruisers, stuff like that. And a</p>

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 197</p> <p>1 dealership -- service department, so 2 it's just managing all those aspects. 3 And I actually did -- when I 4 started there, we had one full-time 5 salesperson who retired. I started in 6 September. Rick actually retired in 7 November and I actually was our 8 full-time salesperson till we hired 9 another salesperson, you know. Along 10 with my responsibilities as assistant 11 manager, I actually was our sales force 12 for a short period of time. 13 We hired another full-time 14 salesman shortly after Rick left and a 15 couple of -- almost a month ago, I 16 guess, we hired another full-time 17 salesperson. So we've got a sales staff 18 of two now that work in the dealership 19 and they're going to be predominantly 20 sales. And we've actually -- our 21 business has grown. We're in the 22 process of adding an additional 450 23 slips now, dry slot slips.</p>	<p style="text-align: right;">Page 199</p> <p>1 started out at 35,000 a year, 2 whichever -- I don't know how that 3 breaks down -- 4 Q. Yeah. 5 A. -- weekly. Now, I don't really 6 know what my annual salary is. But I 7 did get an increase and my salary now is 8 721.15 a week. So whatever that equates 9 to annually. 10 Q. Are you eligible for any bonuses 11 or anything like that or -- 12 A. No bonuses now. When I do sell 13 a boat, I get paid a commission on it. 14 Q. Are there any benefits with the 15 job? 16 A. As far as? 17 Q. 401-K? 18 A. Yeah. They do have a 401-K. 19 Q. Were you able to roll over any 20 benefits from SYSCO or Merchants 21 Foodservice to your job now? 22 A. If I had had any, I could have, 23 yes.</p>
<p style="text-align: right;">Page 198</p> <p>1 We're in a development that is a 2 hot spot on Lake Martin, I guess, and 3 it's growing by leaps and bounds. But 4 we've never had a true service manager, 5 parts manager, service writer, 6 blah-blah-blah-blah-blah. Jeff and I 7 sort of split those details; Jeff being 8 the marina manager. 9 But starting in May, I'm totally 10 out of sales and going to be still 11 assistant manager, but my thing is going 12 to be service and storage. I'll 13 actually order the parts, do the service 14 write-ups, distribute those to the 15 techs. And then when they're through 16 with them, I'll bill out the parts to 17 the work order and close the work orders 18 and they get, in turn, passed on to 19 accounts receivable where we send out 20 the statements and get our bills paid. 21 Q. What's your salary with them 22 now? 23 A. My salary is -- like I said, I</p>	<p style="text-align: right;">Page 200</p> <p>1 Q. Okay. 2 A. But I used those when I was 3 unemployed, so I didn't have any to roll 4 over. 5 Q. Was your wife working when you 6 left Merchants Foodservice? 7 A. She was. 8 Q. How much was she making? 9 A. Without looking at her W-2 or 10 our taxes, I'm just going to say 35,000 11 a year also. That's mighty close. 12 Q. Do you go to any doctors or 13 therapists as a result of what happened 14 at Merchants Foodservice? 15 A. The only doctors I've been to, I 16 mean, I go for annual checkups or stuff 17 like that. But as far as seeking, you 18 know, therapy or psychiatric help or -- 19 you know, no. 20 Q. Okay. And we've talked about 21 all the documents you're aware of that 22 you have that support your case; is that 23 right?</p>

FREEDOM COURT REPORTING

<p style="text-align: center;">Page 201</p> <p>1 A. Uh-huh.</p> <p>2 Q. Other than your lawyer, and I 3 don't want to know anything you talked 4 to your lawyer about, and your wife, who 5 I know you've talked to about the case, 6 have you talked to anybody else about 7 the case?</p> <p>8 A. The only -- and by talk about 9 it, I'm not sure -- only two other 10 people that I've told -- and I held 11 Laura in confidence and I'm sure she's 12 been true to that -- is my boss Jeff 13 Ellis knows because I've had to take 14 time off from work to prepare for this 15 and other things, so Jeff knows. And 16 then Seneca Kinsey who was my day shift 17 supervisor and friend. Seneca and I 18 have talked several times since I've 19 left. He's aware that I was going to 20 file a lawsuit.</p> <p>21 Q. What have you and Seneca talked 22 about in terms of your case?</p> <p>23 A. In terms of the case, not a</p>	<p style="text-align: center;">Page 203</p> <p>1 is what he told me. Said it would serve 2 them right for screwing me.</p> <p>3 Q. Was Seneca in the interview with 4 you when you interviewed for the job?</p> <p>5 A. No, he wasn't.</p> <p>6 Q. Does he know anything about what 7 Hal told you other than what you told 8 him that Hal told you?</p> <p>9 A. No, he doesn't. Not unless Hal 10 told him something. I didn't tell him 11 anything. I mean, other than what I've 12 told him, I have no way of knowing what 13 he knows.</p> <p>14 Q. And, again, I don't want to know 15 what you talked to your lawyer about. 16 But are there any folks that work for 17 Merchants Foodservice that you think 18 have knowledge that would support your 19 case or that worked at Merchants 20 Foodservice with you?</p> <p>21 A. Hal Henson would have full 22 knowledge of it. Scott Casey can 23 testify to the conversations about me</p>
<p style="text-align: center;">Page 201</p> <p>1 whole lot. Just -- you know, we talked 2 a good bit while I was at Merchants and 3 he was aware of how I was hired and 4 stuff like that, to some degree. I 5 didn't go into every aspect of 6 everything with him. But when I called 7 him after I'd left and, you know, most 8 of our conversations have had nothing to 9 do with the case. It's more just 10 friendly chitchat and keeping up with 11 each other.</p> <p>12 Q. Okay. What did you tell your 13 boss now why you left Merchants 14 Foodservice?</p> <p>15 A. I told him exactly what I've 16 told you.</p> <p>17 Q. Okay.</p> <p>18 A. I mean, he's aware of 19 everything.</p> <p>20 Q. Did Seneca make any comments or 21 talk to you about any recovery you might 22 get in the case?</p> <p>23 A. He hoped I got a ton of money,</p>	<p style="text-align: center;">Page 202</p> <p>1 needing to work longer hours and about 2 my 60-hour schedule and on and off. 3 Nights on and off, you know. Nights one 4 week and days one week.</p> <p>5 Q. What hours are you working now?</p> <p>6 A. I work 8:00 to 5:00.</p> <p>7 Q. Monday to Friday?</p> <p>8 A. Well, actually, it varies with 9 the season of the year. You know, we 10 have winter hours when we're not busy. 11 Being a local lake, the climate's not 12 conducive to boating in the wintertime, 13 so we actually shut down on Sunday and 14 Monday during the winter months. And 15 then like right now, I'm off on Friday 16 and Saturday. And then as we move past 17 May and, actually, are -- you know, 18 Saturday and Sunday is our busiest time, 19 so everybody at the marina works 20 Saturday and Sunday May through Labor 21 Day. And then I'm off -- you know, my 22 weekend may be a Thursday, Friday or 23 Wednesday, Thursday. We normally try</p>

FREEDOM COURT REPORTING

Page 205	Page 207
<p>1 and set that out where you've got the 2 same off days. But it's a five-day 3 schedule.</p> <p>4 Q. Okay.</p> <p>5 A. But it rotates with the season.</p> <p>6 Q. I jumped off talking about other 7 folks who you think have knowledge that 8 would help your case.</p> <p>9 A. No.</p> <p>10 Q. Anything we haven't talked about 11 today that you want to add to support 12 your claims?</p> <p>13 A. Can't think of anything.</p> <p>14 Q. Have you ever filed for 15 bankruptcy?</p> <p>16 A. No, I have not.</p> <p>17 Q. Ever had any repossessions or 18 foreclosure actions against you?</p> <p>19 A. Never have.</p> <p>20 Q. IRS ever placed a levy on your 21 wages?</p> <p>22 A. No. I'm shaking my head. But, 23 no.</p>	<p>1 of the changes?</p> <p>2 A. As far as I'm aware of, no 3 manager lost their job there. The way 4 SYSCO handles their fold-out is their 5 surplus they've got left and that's 6 going to be short-term because they're 7 going to go out and replace that lost 8 business with new business. But they 9 offer -- say, they take a night shift 10 selector and may offer him a night 11 shift -- if he's qualified, a 12 supervisory position at the new 13 facility. They pay their expenses to 14 move and all like that. So they get a 15 promotion and a free move to where 16 they're going.</p> <p>17 And the only guy I know -- I had 18 a guy that used to be one of my day 19 shift forklift operators, took the job 20 as day shift supervisor down there. My 21 counterpart on days, which was Scott 22 Baggett, who was -- we sort of shared 23 duties or whatever. But Scott actually</p>
Page 206	Page 208
<p>1 MR. DYKES: Can we take just a 2 quick break? I think I'm about done.</p> <p>3 MR. BLYTHE: Sure.</p> <p>4 (A break was taken.)</p> <p>5 Q. (BY MR. DYKES:) Do you like 6 where you're working now?</p> <p>7 A. I'm happy to have a job.</p> <p>8 Q. Are you looking at other -- 9 looking for other jobs now as well?</p> <p>10 A. No, I'm not now. I mean, based 11 on what I found when I was looking for 12 what I've got now, the economy around 13 Alex City and, you know, if anything's 14 gotten worse, I think the job market 15 picture there is more bleak now than it 16 was when I was looking, so --</p> <p>17 Q. I know we talked earlier that 18 you didn't go back and look at SYSCO 19 after you left Merchants Foodservice.</p> <p>20 A. Uh-huh (nodding head 21 affirmatively).</p> <p>22 Q. Did many managers lose their job 23 there at the Calera branch as a result</p>	<p>1 took the job as the day shift manager 2 down at Geneva. Those were the -- as 3 far as losing jobs, no. Some actually 4 left that facility with, you know, a 5 promotion in hand and to take a job at 6 the new facility.</p> <p>7 Q. Where is Geneva?</p> <p>8 A. It's down in -- I think -- I 9 want to say southeast Alabama right on 10 the -- right on the Florida line almost. 11 Get -- you know, 20 or 30 miles. 12 Because we were shuttling -- from SYSCO, 13 we were shuttling trucks to south 14 Alabama and working the panhandle of 15 Florida and just given the current scope 16 of things, it was easier and over the 17 long run, more financially conducive to 18 do the expense of starting a new plant 19 and then absorb that over the next few 20 years and what you save in 21 transportation costs and shuttling -- 22 you know, deadheading groceries down 23 there to turn them over to another</p>

52 (Pages 205 to 208)

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 209</p> <p>1 driver to start delivering them. 2 Q. If you had stayed at SYSCO and 3 been asked to move to Geneva, is that 4 something you would have done? 5 MR. BLYTHE: I'm going to object 6 to the form. Go ahead and answer. 7 A. There again, it would have been 8 not a sole decision based on me. That 9 would have been something my wife and I 10 would have talked about. Now, her 11 family -- her grandparents being from 12 Geneva may have factored in on that 13 highly, you know. So chances are had I 14 been offered the promotion and the job, 15 chances are I might have.</p> <p>16 Q. Okay. 17 A. But, there again, like I said, 18 that's a hypothetical. It never 19 happened, so I don't know. So I can't 20 truthfully tell you yes or no what I 21 would have done. 22 MR. DYKES: Okay. All right. I 23 don't have any other questions.</p>	<p style="text-align: right;">Page 211</p> <p>1 expected of them and the management 2 expected it of them and if they didn't 3 do what was expected of them, then they 4 suffered the consequences in terms, to 5 start with, in written disciplinary 6 action and then possibly followed by a 7 suspension or, worse case scenario, they 8 would lose their job. But they knew it 9 was coming. 10 You know, I never fired -- I 11 never fired but one person the whole 12 time I worked at SYSCO. And I don't 13 remember -- it was very few I ever let 14 go at SYSCO or Alex City Provision once 15 I became operations manager. But they 16 all knew what was coming because it was 17 spelled out in the form of a written 18 discipline their action. If this 19 happens again, this is what's going to 20 happen. So one of my statements I've 21 always made is I've never fired anybody. 22 You fired yourself. So that's the way 23 I've always looked at that.</p>
<p style="text-align: right;">Page 210</p> <p>1 MR. BLYTHE: I'm going to 2 follow-up just with a couple of little 3 things. 4 5 EXAMINATION BY MR. BLYTHE: 6 Q. Steve, tell me -- sometimes on 7 these follow-ups, I get to shotgunning 8 questions. Tell me if I get to cutting 9 you off or going too fast. 10 Just briefly, were the working 11 conditions different at Alex City 12 Provision and Merchants? 13 A. I mean, when I left Alex City 14 Provision, the warehouse ran like a 15 sewing machine, if that's what you're 16 asking. When I went to work at 17 Merchants, it was just terrible. 18 Q. Okay. And were the management 19 styles, for instance, of Alex City 20 Provision and SYSCO different than at 21 Merchants? 22 A. At Alex City Provision and 23 SYSCO, the employees knew what was</p>	<p style="text-align: right;">Page 212</p> <p>1 But it was totally different 2 because I couldn't -- I didn't have 3 that -- that avenue at Merchants to 4 control the work force because I 5 couldn't discipline them. 6 Q. And is that something that you 7 were told when you were interviewed and 8 hired for that job? 9 A. No. I -- we didn't discuss 10 discipline or -- 11 Q. But they didn't come out and 12 say, "Hey, by the way, we're not going 13 to let you discipline or fire any of 14 these people. We need to hang on to as 15 many as we can." Did they tell you 16 anything about that? 17 A. No. 18 Q. And I guess just briefly, Steve, 19 the working conditions at Merchants were 20 different than the way they were 21 presented or described to you by Hal; is 22 that correct? Is that a correct 23 statement?</p>

53 (Pages 209 to 212)

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

<p style="text-align: right;">Page 213</p> <p>1 A. That's absolutely 100 percent 2 correct.</p> <p>3 Q. Okay. And would that same 4 statement be true as Andy and Don were 5 involved in the interview process? I 6 mean, were there things that they 7 omitted to tell you during that process?</p> <p>8 A. The omission, I guess, would 9 have been, you know, when I asked 10 something, they answered it. And they 11 didn't volunteer anything as far as -- 12 I'll put it like that. They didn't tell 13 me the warehouse was a shambles, that it 14 looked like a 20-year-old facility, that 15 the equipment was terrible or in need 16 of -- you know, they didn't volunteer 17 anything. I'll put it like -- they 18 answered my questions or gave me an 19 answer to the questions I asked, but 20 they never volunteered anything, no.</p> <p>21 Q. Okay. Now, was it possible to 22 make as much in bonus as Hal had told 23 you with the conditions at Merchants as</p>	<p style="text-align: right;">Page 215</p> <p>1 percent of his numbers and there was no 2 reason why I couldn't expect to do the 3 same.</p> <p>4 Q. Okay. What has been previously 5 marked and entered as Defendant's 6 Exhibit 1 is the summary of -- and if 7 you would, look at that.</p> <p>8 MR. DYKES: Actually, 1 is the 9 deposition notice.</p> <p>10 Q. Well, 2. As Defendant's Exhibit 11 2, does that pretty much sum up 12 everything that's happened and why you 13 feel this case should proceed?</p> <p>14 A. Absolutely.</p> <p>15 Q. Now, when you were interviewing, 16 did -- and I'm going to give this to you 17 in two parts -- did Hal talk to you 18 about your job at SYSCO and what those 19 duties were and what you were doing and 20 making and everything there during the 21 interview?</p> <p>22 A. At SYSCO?</p> <p>23 Q. Yes.</p>
<p style="text-align: right;">Page 214</p> <p>1 they were?</p> <p>2 MR. DYKES: Object to the form.</p> <p>3 Q. Go ahead and answer.</p> <p>4 A. I don't think the way the 5 conditions were and -- you know, it 6 factored into cases per hour, mistakes. 7 Profit factored in. So just given the 8 scope of the -- what I walked into, I 9 don't think anybody could -- at that 10 point in time -- not before and not 11 after, but at that point in time, given 12 to contend with what I had to contend 13 with and was up against, I don't think 14 anybody -- and that's my opinion, but I 15 don't think anybody could have made any 16 of the bonus, much less assume that you 17 were going to make 30 percent of it.</p> <p>18 Q. Okay. And that's what Hal had 19 presented to you in the interview 20 process?</p> <p>21 A. He told me that my 22 predecessor -- and, there again, I don't 23 know his name -- routinely made 18 to 20</p>	<p style="text-align: right;">Page 216</p> <p>1 A. Yes. He -- he wanted to know 2 what I was currently making and what I 3 actually did on a day-to-day basis 4 there.</p> <p>5 Q. And, here again, this is a 6 two-part question. Did Andy and Don, 7 when they came in and interviewed you, 8 talk to you about that some?</p> <p>9 A. Andy -- I don't know if Hal 10 mentioned, but it came up about how we 11 did replenishments at SYSCO on day 12 shift. I mentioned earlier that's 13 stocking the pick slots for night shift 14 when they come in, so they don't start 15 selecting with, you know, a bunch of 16 empty pick slots. And that was totally 17 different from the way Merchants was 18 doing it. And I don't know if Andy 19 seemed intrigued or -- that was 20 something that he was interested in 21 because when you come in and you don't 22 have to back -- you're not backing your 23 selectors up waiting on letdown</p>

FREEDOM COURT REPORTING

Page 217	Page 219
<p>1 operators on night to fill the pick 2 slots, the first couple of passes go 3 real easy because the picking slots are 4 full.</p> <p>5 Q. Let me ask you this way, Steve: 6 Once you described what you had done at 7 SYSCO to Andy and Don, did they indicate 8 how you would fit into their company? 9 A. Not -- not sure I understand 10 your question, Derrick.</p> <p>11 Q. All right. Well, it might not 12 be very artfully asked.</p> <p>13 Once you told them what you did, 14 did they indicate that it was any 15 different at Merchants other than the 16 way you had described the difference in 17 these? What did you call them; pick 18 slots?</p> <p>19 A. Yeah.</p> <p>20 MR. DYKES: Object to the form.</p> <p>21 A. No. I mean, they seemed to 22 think I was -- you know, of course they 23 didn't offer me the job on the spot.</p>	<p>1 number it is. I didn't write that one 2 down. Somewhere around 6. 3 MR. DYKES: 6 or 7. Somewhere 4 in there. 7.</p> <p>5 Q. Okay. What was previously 6 marked and entered as Defendant's 7 Exhibit 7, does that offer letter 8 contain anything that was discussed with 9 you by Hal, Andy, or Don about the job 10 or the working conditions there at 11 Merchants?</p> <p>12 A. No, it does not.</p> <p>13 Q. Okay. Anything specifically 14 about the company, any of the problems 15 it's having or anything like that?</p> <p>16 A. No. No mention of anything 17 other than what I mentioned earlier 18 that, you know -- I went in really 19 expected -- expecting to go to work in a 20 warehouse just like SYSCO, only with the 21 Merchants name on it. I had no reason 22 to not believe that was going to be the 23 case.</p>
Page 218	Page 220
<p>1 But they liked everything they heard, 2 impressed with some of the things I had 3 to say as far as letdowns, that the 4 awards we had, you know. And we were 5 proud of that. That's something we were 6 extremely proud of and I made a point of 7 that during the interview because I was 8 proud of our accomplishments.</p> <p>9 And, you know, they didn't lead 10 me to believe that I wasn't -- you know, 11 they didn't say, well, I wish you could 12 do this or I wish you could do that or I 13 wish you were better at this or better 14 at that. I mean, I left with the 15 impression that they were fully 16 impressed with me and I was definitely 17 capable of doing the job.</p> <p>18 Q. During the interview, did Hal, 19 Andy, or Don ever tell you the problems 20 that they were having?</p> <p>21 A. None whatsoever.</p> <p>22 Q. Okay. Does the offer letter -- 23 if you'll look at it. I forget which</p>	<p>1 MR. BLYTHE: I got you. I think 2 we've covered everything I need. I 3 think I'm just rehashing some of what 4 Steve's already covered; if I just keep 5 beating the horse. I don't think I've 6 got anything else to ask.</p> <p>7 MR. DYKES: I don't either. 8 (Whereupon, the deposition was 9 adjourned.)</p>

FREEDOM COURT REPORTING

Page 221

A	61:9 108:21 120:19 121:3 128:9 130:6 181:8 add 49:17 112:18 205:11 adding 121:15 197:22 addition 129:2 additional 197:22 address 10:18 36:18 adds 154:12 adjourned 220:9 administration 26:9 administrative 12:21 advance 129:9 advice 63:12 advised 3:13 affect 56:18 affirmatively 206:21 afford 148:12 170:13 affording 98:1 afraid 107:3 afternoon 48:15 51:20 65:10 164:20 afterthought 78:19 age 100:22 184:8 ago 8:1 12:6 23:3 197:15 agree 118:1 132:13,22 133:5,9 136:7 AGREED 1:22 2:11,19 ahead 37:8	47:20 155:23 189:5 209:6 214:3 al 1:12 Alabama 1:2 2:7 3:6 6:7,16 7:3 7:5,11 10:21 13:9 18:22 24:16 42:2,14 94:4 187:21 193:17,20 194:12 195:12 208:9,14 Alex 12:13 15:15 16:10 17:13 18:15 20:15 21:13,16 23:23 24:2,5 24:13 30:16 38:4,13 40:9 41:11,12,20,22 42:11,23 43:4 43:11 44:18 49:14,22 50:2 50:10,18,23 59:17 60:5,20 74:8,15,19,21 81:13 107:10 166:5,9 206:13 210:11,13,19 210:22 211:14 Alexander 6:7 10:20 24:18 aliases 8:17 allegations 65:3 Alliance 12:18 13:4 14:4 Allstage 175:3 alter 129:4 156:15 altered 156:17 alternate 151:11 alternative 146:5	amazed 73:9 amended 3:7 amount 44:1 89:6 120:7 146:20 161:2 analysis 5:13 94:18 ancient 100:23 Andy 6:20 69:21 70:5,22 71:22 90:15 91:18 92:4,14 94:15 97:6 98:8 99:3 Alex 12:13 15:15 16:10 17:13 18:15 20:15 21:13,16 23:23 24:2,5 24:13 30:16 38:4,13 40:9 41:11,12,20,22 42:11,23 43:4 43:11 44:18 49:14,22 50:2 50:10,18,23 59:17 60:5,20 74:8,15,19,21 81:13 107:10 166:5,9 206:13 210:11,13,19 210:22 211:14 Alexander 6:7 10:20 24:18 aliases 8:17 allegations 65:3 Alliance 12:18 13:4 14:4 Allstage 175:3 alter 129:4 156:15 altered 156:17 alternate 151:11 alternative 146:5	38:15 59:15 anti-union 93:22 anybody 15:6,9 42:15 71:18 129:15 146:13 147:15 148:1,2 178:15 201:6 211:21 214:9 214:14,15 anymore 63:5 63:17 107:7,15 107:22 148:12 167:14 anything's 206:13 anyway 58:12 82:13 89:2 107:5 applicant's 109:2 application 4:16 108:10,15 109:19,23 110:10,15 194:4,5,18 applied 40:14 119:15 186:4 194:20 apply 194:2 195:13 applying 186:6 194:9 appreciated 97:23 approximately 2:9 7:12 137:21 April 2:8 3:11 7:13 aps 194:16 area 15:16 16:18 17:11 18:12,13 18:15 19:8
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367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 222

21:7,8 26:8	associates 24:21	110:1,12	170:1 171:9,11	156:18 169:9
181:21	assume 22:8	113:21 114:2	172:11 176:15	169:11 177:1
arrange 72:5	26:15 53:15	128:17 130:20	176:18 177:9	180:13 191:6
arrested 23:4	214:16	189:7	196:20 206:18	218:10 219:22
arrive 47:19	assumed 174:2,4	aunt 18:5,17	216:22	belongings
arrived 177:2	assuming 55:21	Austin 38:11		175:13,16
artfully 217:12	80:18,22	automotive	71:17 72:15	benefit 184:19
Ashland 193:14	130:21,22	193:6	74:6,14 92:11	benefits 4:21
Ashley 17:4	175:7 186:18	available 70:23	backing 216:22	42:22 43:5
asked 13:18	assurance 83:10	194:1	backup 95:16	112:2,3 117:3
29:10,11 44:21	93:21	avenue 2:7 6:15	bad 43:16 98:18	117:7,10,21,22
62:2 70:18	assurances	7:10 212:3	176:19 187:18	117:23 118:2
72:14,16 74:5	102:18	average 187:3	Baggett 207:22	119:10 129:6
76:22 79:9	assured 78:16	averaged 168:19	bankruptcy	135:4,5,6,8,9
81:11 83:16	as-needed 34:6	avoid 94:2	205:15	182:21 199:14
86:2 91:3	Atlanta 20:1	Award 73:2	Baptist 21:12	199:20
93:17,20 102:7	atmosphere	awarded 73:2	bare 184:1	Benjamin 23:21
102:23 103:4	94:7,7	awards 96:6	186:17	24:8
110:16 138:11	attached 61:8,21	218:4	base 158:22	best 9:13 46:9
158:2,2 159:22	64:3 65:13	aware 57:10	159:8 185:14	62:14 68:3
160:3,11	66:18 67:4	93:13 170:9,11	185:15	81:23 91:10
161:22 162:4	108:19 109:13	170:19,21	based 112:21	92:15 103:15
162:11 173:22	113:16 117:14	200:21 201:19	115:20 159:2	106:4,12
176:18 189:12	121:8 123:23	202:3,18 207:2	184:15 187:2	108:13 110:2
190:20 209:3	127:12 128:7	awful 74:22	190:22 206:10	114:6 119:7
213:9,19	130:9,19	162:14 167:9	209:8	125:2 126:8
217:12	131:18 132:4	a.m 2:9 7:12	basically 73:12	137:20 138:20
asking 8:23	168:11 174:23		126:14 165:9	139:22 177:2
69:15 87:6	181:6 182:8	B	166:11	183:9 186:1
94:16 114:17	attack 32:12	B 4:8 5:1	basis 77:3 116:8	192:5
125:18 160:17	38:6	Baby 180:13	156:19 191:4	better 28:4
162:2 210:16	attorney 6:5	bachelor's 26:2	216:3	116:21 125:20
aspect 97:11	61:18 62:1,8	26:8	Bates 135:15	150:23 162:16
202:5	63:8,19 174:17	back 23:2 25:20	beat 161:21	182:18 188:14
aspects 197:2	182:3	25:21 45:13	beating 220:5	188:18 191:18
ass 149:10 180:7	attorney's 62:2	64:23 68:16,17	beg 106:10	192:12 218:13
asserting 100:8	at-large 194:3	90:14 91:17,21	began 63:12	218:13
assign 3:1	Auburn 20:7	92:4 101:19	beginning 38:20	beverages 10:5
assistant 12:10	24:4,10 25:5,6	105:8 106:10	44:10 54:23	big 48:16 73:1
12:22 13:7	25:11 27:4	106:11 107:13	believe 12:19	170:18
107:1 166:20	193:17,18	107:17,20	20:8 62:4	bill 198:16
196:9,12,13	195:13	108:1 114:8	65:14 67:19	bills 168:18
197:10 198:11	August 109:4,19	120:11 156:20	81:20 116:9	192:18 198:20
assisting 145:7	109:21,21	158:21 164:8	119:16 140:20	bimonthly 88:12

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 223

Birmingham 2:7 6:16 7:10 18:18 19:5 birth 10:12 birthday 79:15 biscuit 147:10 bit 202:2 blah-blah-blah 42:18 48:22 68:7 blah-blah-bla... 198:6 blank 99:4 148:1,8 bleak 206:15 blood 15:19 17:11 18:12 Bluestill 39:8 Blythe 4:5 6:4 37:8 57:15 64:14 117:4 120:1,4,8;14 123:16 125:14 136:12 155:22 182:13 183:15 189:3 206:3 209:5 210:1,5 220:1 boat 199:13 boating 204:12 body 84:10 Bolin 17:12 bolts 157:20 bonus 44:17 45:13,15,19,23 46:2,10 66:19 83:7,20 88:19 103:13 111:20 111:22 115:14 115:20 116:5,8 120:23 121:12 123:7 124:8,14 125:22,22,23 126:6,19,22	153:16 185:15 188:14,19 213:22 214:16 bonuses 46:8 88:16 199:10 199:12 book 80:2,16,17 80:22 born 11:4 boss 96:19 155:18,21 177:15 201:12 202:13 bottom 128:15 130:5 131:5 132:21 bought 11:2 169:8 bounds 198:3 Bowman 51:6 51:17 branch 70:1 137:15 206:23 brand 174:11 breach 185:23 break 25:17 57:16,18,19 89:9 120:3,10 120:18 123:17 180:19,23 206:2,4 Breakdowns 167:9 breaks 199:3 brick 179:7 brief 48:3 briefly 92:9 210:10 212:18 bring 102:7 182:1 Brittany 21:5 broad 15:13 broke 25:16 140:2 169:4	177:6 broken 175:23 Brooks 2:5 6:13 7:8 brother 16:19 21:20 193:12 194:10 brothers 16:17 7:1 budget 170:16 build 42:14 193:11 built 43:7 139:17 bumping 179:6 bunch 216:15 busiest 204:18 business 26:9 27:19,23 29:6 42:15 50:14 60:20 71:10 76:12 77:7 96:22 105:15 166:18 187:20 187:20 188:4 197:21 207:8,8 busy 204:10 buyer 31:17 buying 8:10 31:18	139:18 140:8 206:23 call 8:8 24:20 31:10 145:9,13 149:2 195:2 217:17 called 22:12 23:9 24:16 46:22 68:17 69:14 79:14 89:22 101:20 154:3 171:11 180:11 188:13 188:16,21 189:6 192:11 202:6 calling 189:1 calls 69:14 Calvary 21:12 Cameron 19:21 20:1 candid 96:1 candidate 84:5 candy 31:19 capable 218:17 car 8:10 27:19 27:23 28:8 29:5 70:16 180:3 191:20 care 49:5,8 147:2 192:19 cared 96:7 career 185:3 Carla 17:2 Carolina 169:10 carpenter 30:9 carriages 169:20 carry 91:3 carrying 104:20 cars 29:8,16,22 30:5 case 22:14,15,16 49:10 62:5 78:16 96:3,4	103:15 182:10 183:19,19,22 184:10 185:17 186:4,14 187:6 188:1 190:18 200:22 201:5,7 201:22,23 202:9,22 203:19 205:8 211:7 215:13 219:23 cases 185:4 214:6 Casey 19:22,23 160:12 162:18 203:22 cashing 192:15 192:16 categories 44:12 44:14 categorized 136:7 category 136:6 cause 7:14 CDs 192:16 cell 178:16 180:4 Center 12:2,9,12 Central 13:8 24:16 CEO 12:11 certain 29:23 40:19 44:9,13 44:15 48:9 72:18 93:6 161:1 184:11 certainly 80:6 84:2 certification 95:8 certified 94:16 95:3,6,14,16 certify 7:4 chain 107:4
		C		

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 224

chances 209:13 209:15 change 29:13 129:4 143:13 changed 42:2 52:10 changes 196:15 207:1 charge 23:9 49:16 73:18,21 76:11 Charles 8:4,11 8:11 cheaper 168:23 check 4:23 66:8 88:13 89:5 123:20 124:6 124:12,14 checked 110:21 checkup 169:17 checkups 200:16 chicken 53:10 92:19 children 11:18 16:15,16 17:3 18:3 19:17 20:18 chitchat 202:10 choice 146:3 chronological 27:9 church 21:9 circumstances 40:19 110:18 184:11 City 6:7 10:21 12:13 15:15 16:10 17:13 18:16 20:15 21:13,16 23:23 24:2,5,13,18 30:17 38:4,13 40:9 41:11,12 41:20,22 42:11	42:23 43:4,11 44:18 49:14,22 50:2,10,18,23 59:17 60:5,20 74:8,15,19,22 81:13 107:10 166:6,9 206:13 210:11,13,19 210:22 211:14 Civil 1:5 3:6 7:5 claim 8:21 9:1 23:14 85:11 87:10 98:7 111:10 190:7,9 190:11 191:7 claiming 85:8 87:2 88:4 100:5,7 124:13 124:15 158:6 190:17 claims 62:5 65:15 205:12 Clanton 19:6 74:22 102:5 108:2 139:16 139:21 163:22 clean 174:11 179:17 cleanliness 173:19 climate's 204:11 clock 165:14 clock-ish 165:4 close 43:11 198:17 200:11 closed 53:7 90:13 closer 74:18,20 clubs 21:16 clue 69:12 180:2 cog 72:23 cold 95:13 collarbone 25:16	college 24:13,15 24:17,18 25:4 25:7 come 34:23 36:5 43:19 49:9 53:8 64:23 70:20,21 79:22 80:6 84:22 85:2 91:17 93:6 99:11 100:4,10 101:2 120:11 144:19 145:4 156:12 157:14 158:7 158:13,23 162:19 163:6 163:21 164:1,7 169:10,12 176:18 179:8 182:23 188:4 212:11 216:14 216:21 comfortable 171:1 coming 50:17 79:16 94:23 146:22 153:11 182:23 185:2 compensation 79:3 competing 193:13 complaint 5:16 182:4,9 190:2 complete 47:6 108:9 completed 139:21 185:3 compliance 2:15 computer 47:22 63:14,21 64:11 concluded 84:13 concur 127:2 condition 33:3 173:7,19	conditions 210:11 212:19 213:23 214:5 219:10 conducive 204:12 208:17 conduct 71:1 conducted 157:20 conference 90:13 177:10 confidence 107:2 201:11 confusing 136:18 consequences 211:4 consider 177:20 considered 99:21 175:19 Constangy 2:5 6:13 7:8 constant 176:9 constantly 167:9 constitutes 185:22 constraints 148:11 construction 29:1 139:20 contact 183:10 contacted 67:16 183:11 195:4,6 contain 64:17 219:8 contend 214:12 214:12 continually 151:11 continue 13:23 101:12 177:7 continued 5:1 162:16 contract 93:1
---	--	---	---

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 225

185:23	44:19	current 115:10	47:21 48:13	162:6 166:12
contracts 92:19	counterpart	115:21 208:15	51:3,8 54:4,12	173:5 177:2
contributed	163:9 207:21	currently	55:5,6 56:20	193:1 204:4
184:16	County 20:8	196:14 216:2	56:21 57:2,20	205:2 207:21
contrived 100:9	21:21	curvy 74:23	57:21 67:22	daytime 53:15
control 48:8	couple 34:3,13	custom 193:11	70:12 71:1	day-to-day
82:8 94:19	38:21 52:20	customers 49:9	73:6 74:10,13	82:12 137:5
95:12 212:4	77:18,18 80:10	cutting 210:8	75:20 76:3,5	196:16 216:3
controlled	101:20 105:12		78:9 79:2,14	deadheading
167:22 171:2	123:15 141:16		80:13,13 81:21	208:22
conversations	142:13,14,23	D	82:9,13,18	deal 75:7 86:12
62:19 63:3	150:6,10	D 4:1	90:18,20,21	154:18 160:14
69:8 98:21	153:23 164:10	dad 19:9	93:2,13,16	195:1
148:6 171:8	179:2 185:19	Dadeville 18:10	95:4 97:4	dealership 28:1
202:8 203:23	197:15 210:2	damage 49:6	98:17,23	28:7,22 29:23
convinced	217:2	damaged 191:6	100:17 103:17	30:4 193:8,8
168:13,20	course 49:4 54:6	191:8	103:18,23	197:1,18
coordinator	69:1 98:15	date 7:4 10:12	104:3,16 107:8	dealing 165:21
95:9	121:14 147:18	13:5 14:3	110:4 111:3	deceit 183:6
Coosa 21:21	151:12 154:17	32:22 71:4	137:6 138:6,15	decent 120:7
copied 171:3	169:14,16	72:4 93:7,8,8	143:19,22	decide 27:22
copy 64:4 81:1	217:22	109:4 114:5	144:11,12	157:14 176:20
174:19 182:9	court 1:1 2:3,16	130:4 132:9,15	145:5,7 148:23	decided 104:9
core 81:22	3:14,15 7:1 9:9	132:21 133:3	149:20 150:7	105:5
corner 91:15	22:8,10,18	142:6 166:2,2	156:10 160:1,8	decision 91:8
corporate 60:12	cover 18:22	dated 109:19,20	160:17 162:4	102:17 104:11
60:15,19 95:19	136:3,3	110:1 121:3	164:8,17,18	104:22 106:7
96:1,21 167:22	covered 76:22	128:17 130:4	165:4,8,10,11	114:8 158:23
171:4	220:2,4	130:12,15,20	166:17 174:16	159:8 190:22
Corporation	coworker 86:14	131:14,23	176:1,22 177:2	209:8
27:6	credentials 84:6	132:7 133:9,12	178:3,9 179:11	decision-maki...
correct 12:19	crew 48:2,14,16	135:18 168:4	183:10 186:18	168:22
47:3 64:21	53:8 55:4	175:6	201:16 204:21	deem 177:14
67:7 89:17,20	75:13,14	dates 14:7 125:8	207:18,20	DEFENDANT
114:6 122:12	criteria 44:10	11:11 17:4	208:1 216:11	6:10
127:17 128:19	194:7,8	18:7 19:22	days 52:19 54:2	Defendants 1:13
212:22,22	critical 94:19	daughters 20:20	56:17 66:7	4:10
213:2	crow 106:9	day 2:8 3:11	68:17 69:10	Defendant's
Corresponden...	cruisers 196:22	7:12 28:12	79:11,13,17	61:4,6 63:18
4:18	196:23	31:2 33:21	98:4 101:20	64:1,22 65:8
costs 208:21	crying 104:20	39:7 41:4 42:9	112:17 150:10	65:11 66:11,16
counsel 1:23	104:23 105:1	43:15,16 46:16	159:18,20	66:23 67:2
2:21,23 7:7	cumulatively	46:19 47:17,18	160:22 161:4,7	108:15,17
counteroffer	15:2		161:15,16,22	109:7,11,14

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 226

113:12,14	165:7	direct 51:5,10	71:14	Doug 51:11,21
116:23 117:12	deposition 1:16	137:12	District 1:1,2	51:22 52:5,9
121:2,6 123:19	2:1,12,13 3:3	direction 96:8	18:21	downright
123:21 127:6	4:11 9:7 10:1	101:11	divers 149:5	100:21
127:10 128:2,5	61:5 215:9	directly 94:10	divide 88:12	drafted 182:4
130:1,7,14,16	220:8	director 12:22	DIVISION 1:3	draw 185:1
130:17 131:8	depositions 2:17	13:16 45:9	divorce 15:3	drawer 62:12
131:12,15,16	Derrick 6:4	82:11 86:3	22:8	drawing 184:23
131:22 132:2	61:15 64:5	91:9 103:23	divorced 14:22	drawn 185:3
132:11,14,17	183:11,14	163:17 171:5	dock 95:13	drive 10:20 69:3
132:20 133:19	217:10	175:4	docks 196:19	driven 69:1
135:2,12 168:3	describe 109:8	directory 194:13	doctors 200:12	95:23 98:15
168:9 174:14	described 135:6	disability 23:17	200:15	driver 82:22
174:21 181:2,4	212:21 217:6	119:16	document 4:12	139:7 209:1
182:5,6 215:5	217:16	disarray 152:23	4:21 63:19	drivers 55:15,17
215:10 219:6	description	disciplinary	64:8,20 117:18	55:19 81:23
definitely 85:5	196:15	211:5	127:7 174:17	149:6 154:11
96:17 172:14	desk 67:21	discipline 94:8	documents	154:16,23
218:16	178:15,17	147:6,14,15	61:21,22 62:3	155:5 175:19
definitively	179:18	211:18 212:5	62:4,7,9	175:21 176:9
61:14	despite 162:17	212:10,13	113:11 200:21	176:11,13,16
defrauded	details 187:9	discovery 61:19	doing 73:7,11	driver's 10:14
189:22 190:17	198:7	discretion 129:7	86:18 93:10	drive-through
degree 24:19	determination	discrimination	105:21 144:1	147:12
25:3,10 26:2,8	112:20 149:22	23:9 142:2	145:1 148:16	driving 55:2
26:10 202:4	determined	discuss 83:15	166:6 186:14	dry 48:17
deliver 157:8	68:10	177:12 212:9	187:20 191:23	196:19 197:23
delivering 3:8	development	discussed 86:6	192:1 196:11	duly 7:19
209:1	12:18 198:1	219:8	215:19 216:18	duties 137:4
delivery 137:8	deviated 52:16	discussing 177:4	218:17	207:23 215:19
denied 40:5	deviation 158:20	dispute 111:20	dollar 186:3	duty 22:13
179:2	dictated 96:22	123:3	dollars 43:2	32:17
dentist 69:4	died 18:5 39:11	disrupt 156:15	146:23	Dykes 3:9 4:4
denying 161:19	166:13	disruption	Don 70:7 71:22	6:12 7:22 8:1
department	difference 60:4	156:16	92:5 98:8	27:21 57:17,20
27:11 82:3	185:5 217:16	dissatisfied 86:9	99:20 134:8,10	64:13,15,16
194:11 195:19	different 53:19	distraught	134:14,18,22	117:6,9 119:22
197:1	60:8 133:15	179:20 192:4	145:9 157:18	120:2,6,9,17
departments	136:2 154:3	distribute	157:21 213:4	120:19 123:13
96:16	178:11 185:9	198:14	216:6 217:7	123:18 125:12
depend 84:4	210:11,20	distribution	218:19 219:9	136:13,16
depended 46:13	212:1,20	166:6 188:4	door 75:16	180:22 181:1
depending	216:17 217:15	distributor	90:13 98:19,20	182:11,14
44:11 52:10	diploma 26:10	30:20 69:16	116:14 192:11	206:1,5 209:22

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 227

214:2 215:8	eight-hour 77:8	4:17 5:4 23:10	107:21	130:2,7,14,16
217:20 219:3	144:2	27:2 62:10	Esq 3:9 6:4,12	130:17 131:8
220:7	either 70:1	98:22 108:16	essence 30:23	131:12,15,16
	75:23 140:22	124:2 127:22	107:10	131:23 132:2
E	220:7	128:4 134:11	et 1:12	132:14,17,20
E 4:1,8 5:1 6:1,1	Eldridge 17:12	136:6 139:6	etched 187:1	133:20 135:3
earlier 95:18	18:2	140:10 141:1	eventually 107:9	135:13,17
135:7,10	element 40:18	164:22 175:20	168:13	168:4,9 174:15
148:15,18	eligible 111:19	195:16	Everett 28:23	174:21 181:2,4
179:2 206:17	111:21 115:19	empty 48:1	29:3 30:8,14	182:5,6 215:6
216:12 219:17	119:9,12	216:16	everybody 157:2	215:10 219:7
early 47:20	122:11,23	encompasses	157:11 204:19	exhibits 3:12
104:17 106:9	194:8 199:10	194:22	evidence 3:3	132:11 136:18
147:9 148:21	eliminate 129:4	ended 97:20	exact 64:4 81:20	existed 173:1
165:11	Ellis 201:13	141:1	195:19	existing 105:15
earn 45:15	employ 193:10	engaged 15:9	exactly 45:17	194:2
83:22 88:21	employed 39:6	enjoy 97:12	52:21 64:8,21	exit 4:20 113:18
earned 82:17	129:21 195:10	enjoyed 60:13	88:1 168:16	expect 75:18
earnings 4:14	employee 4:23	96:19 182:20	202:15	77:17 80:6
66:13	5:8,11,13 40:7	enrolled 26:1	examination 4:3	116:10,15
easier 208:16	40:13 86:14	ensued 98:22	7:14,22 210:5	173:12 178:7
easy 217:3	89:23 94:10	ensure 165:16	examined 7:19	184:11 215:2
eat 106:9 120:16	97:12 118:3,13	entered 47:7	excel 44:13	expected 36:2
192:5	118:21 123:20	215:5 219:6	excellent 81:21	75:9 80:5
eating 191:13	129:9,22	entice 100:10	174:11	82:10 83:8
Economic 12:18	130:14 131:13	entire 38:17	excess 168:19	118:15 151:17
13:4 14:3	131:23 132:7	entitled 118:1	186:16	155:3 211:1,2
economy 206:12	132:16 133:2,8	entity 171:14	excuse 18:9	211:3 219:19
Eddie 45:4,6	133:11 135:16	equal 23:10	excused 90:12	expecting 98:19
52:6 96:19	135:18 136:8,9	189:14	executive 12:10	167:3,5 172:7
104:17	165:23 184:19	equals 125:23	13:7 107:1	219:19
education 26:22	194:12	equate 45:20	exempt 89:22	expense 208:18
194:6	employees 39:1	89:7	136:8	expenses 207:13
effect 2:14 9:7	40:15 104:14	equates 126:21	Exhibit 61:5,6	expensive
effective 3:7	104:14 117:1	126:22 199:8	63:19 64:1,22	169:21,22
168:23	118:11 145:3	equipment	65:8,11 66:11	experience
effort 157:22	146:19 147:1	100:21 167:6,8	66:16,23 67:2	73:16 74:1,14
efforts 162:17	147:20 153:1	168:2,8,18	108:15,17	92:18 183:9
eight 44:12	157:12 165:22	169:4,5,14,18	109:8,11,14	experienced
49:18 75:19,19	184:20 194:2	170:6,22	113:13,14	96:10
76:2,2 84:20	210:23	173:10,16	117:1,12 121:2	expiration 93:8
111:2 121:19	employee's	174:12 213:15	121:6 123:19	explain 72:17
141:11 153:20	131:7	errors 151:1	123:21 127:6	99:23 126:2
164:5 184:6	employment	especially	127:10 128:3,5	explained 72:21

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 228

73:5 75:12	faith 156:14	feet 80:9	finite 184:21	59:12 76:8
79:10,15 92:21	Fame 73:2	felt 155:14 183:7	fire 99:5,7,15	169:19 171:3
93:12 173:23	familiar 93:3	192:12	141:6 148:1,2	fixing 177:12,18
179:4	family 17:22	female 86:13	148:15 149:10	flexibility 85:6
explaining	19:8 21:7	Fifth 2:6 6:15	149:19,23	flexible 84:15
116:4	59:18 77:10	7:10	212:13	floor 92:9,13
explains 117:23	97:8,11,14	figure 84:6	fired 141:5	95:13
exploratory	98:12 99:12,18	89:13 109:18	142:1,4,9	Florida 67:18
42:19	99:21 102:14	158:10 186:3	163:12 165:18	160:14 161:8
exponentially	103:21 104:9	figured 106:11	166:8,9 211:10	208:10,15
185:16	104:15 105:4	182:11 192:9	211:11,21,22	fold-out 105:14
expound 184:8	159:5 160:14	figures 186:13	fires 58:13	207:4
extend 57:4	161:8 162:1	file 201:20	first 7:19 20:23	folks 49:15 54:4
extended 164:6	209:11	filed 3:15 8:22	34:5 45:8 68:4	60:16 156:23
extremely 95:22	family-owned	21:22 22:1	75:7 88:20	158:11 195:21
143:10,12	59:21 60:1,6	23:8,13 182:10	92:16 98:17	203:16 205:7
218:6	60:20	182:15 185:6	99:10 100:17	follow 74:3
ex-employees	far 8:10 13:22	205:14	108:8 110:3	followed 34:11
147:11	19:4 26:21	fill 31:15 110:9	121:10 122:21	211:6
e-mail 5:12	33:4 34:22	129:20 194:4	123:11 124:20	following 7:15
168:4,12	42:23 43:23	217:1	125:3 150:6	57:1,4 137:9
170:10 171:9	59:23 61:11	filled 92:10	152:9 159:23	follows 7:20
e-mails 86:13	72:3,14 73:7	109:23 110:3	178:4 196:1	follow-up 210:2
	76:16,17 77:4	129:17,22	217:2	follow-ups
F	82:3 87:12	194:15	fiscal 44:10	210:7
faces 55:19	88:7 89:5	finally 168:20	fishing 21:18	food 30:19 42:2
facility 40:8,23	92:11 93:6	169:8 191:13	fit 47:2 217:8	42:15 68:3
42:14 59:8	136:3 137:3	financial 182:22	five 43:17 48:3	69:16 77:7
100:20 139:15	145:2 165:21	191:19	49:1 99:13	166:6 173:3
139:17 140:2,5	166:16 187:22	financially	121:19 146:23	188:3
167:7 173:9,12	199:16 200:17	104:8 208:17	151:5 160:22	Foods 41:21
174:6,11 180:1	207:2 208:3	find 36:17 42:20	187:2	Foodservice
181:18 193:9	213:11 218:3	86:22 120:16	five-day 205:2	1:12 6:11 8:21
207:13 208:4,6	farm 21:21	149:14 173:12	five-year 35:15	21:23 30:22
213:14	fast 210:9	192:23 193:2	five-year-old	50:1,12,22
fact 96:12	Faulkner 26:1,3	fine 18:19 57:18	173:9	60:17 61:2
135:22 170:20	faxed 61:20	84:23 91:2	fix 35:20 36:16	62:10 63:4,10
factor 170:14	February 124:5	102:10 103:7	36:19,21 37:3	65:4 67:9,14
factored 209:12	125:15	120:8,9 180:22	37:17,23 38:7	71:8 74:18
214:6,7	fed 178:20	fingers 101:3	58:1,17 59:1	92:19 105:8
factors 40:18	Federal 2:6 6:14	finish 34:23	76:13 159:17	108:3 114:1
191:10	7:9	134:2	167:15	117:2,11
fair 136:10	feel 180:12,13	finished 73:13	fixed 35:20 58:3	120:22 124:4
187:16	187:16 215:13	75:15	58:8 59:9,11	127:21 128:3

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 229

129:3 137:1,18	61:15	161:21	given 10:1 33:1	200:16 202:5
143:5 152:5	forwarding	full 2:14 8:4	36:5 62:1,8	206:18 207:7
158:8 176:21	170:12	47:12 48:2	76:12 77:2	209:6 211:14
188:6 189:1,6	found 68:23	196:17 203:21	84:17 103:15	214:3 217:2
189:8 196:3	71:10 142:8	217:4	103:20 104:8	219:19
199:21 200:6	145:20 146:9	Fuller 34:10	130:23 146:3	goes 92:20 125:9
200:14 202:14	156:10 172:5	fully 218:15	146:11,13,16	172:11
203:17,20	172:13 183:22	full-time 24:5	148:10 163:15	going 8:23 9:11
206:19	206:11	32:4 49:2	167:7 169:22	10:23 14:4
force 2:14 9:7	four 99:13	197:4,8,13,16	174:6 175:17	15:13 26:6
81:12,18,20	121:19 138:22	function 154:22	184:11 189:10	31:10 36:3
83:11 85:21	140:16 151:5	functioning	191:15 208:15	41:17 42:13
87:22,23	152:19 172:18	153:3	214:7,11	44:2,5 47:23
134:22,23	184:5	further 2:10,18	giving 129:8	50:17 52:11
197:11 212:4	four-page 194:5	19:5 71:3	glad 14:18 92:7	56:15 61:4
Ford 28:1,6,21	frame 32:22	G	Gloria 18:8,8	63:18 64:19
foreclosure	33:4 143:11	gainfully 195:10	glue 101:15	65:7 66:9,10
205:18	frames 106:18	garner 92:23	go 8:12 17:20	66:22 67:9
foregoing 7:6	fraud 185:23	gas 196:18	21:9,11 23:20	68:2,11,13
foreseeable	191:4	gazed 133:23	24:10 25:2,17	69:8,18 70:10
191:16	fraudulent	general 70:1	25:20,21 27:4	70:23 71:1,6
forever 102:20	183:5	72:14 137:16	27:22 28:21	71:23 72:1
156:17	fraudulently	155:20	29:2 31:7	77:21 78:3,5
forget 218:23	158:7,12,13	generally 14:8	35:18 36:20	79:21 81:11
forklift 54:22	free 207:15	Geneva 105:18	37:8 41:19	82:14 83:17,20
105:19 146:21	Freedom 67:18	208:2,7 209:3	42:7,21 45:13	89:1 90:1,4
207:19	freight 46:20	209:12	47:20 48:5	99:16 101:10
forklifts 55:2	48:9,23 137:6	George 39:8,11	53:11 69:2,15	101:12 102:8
form 2:22 28:11	French 185:8	166:13	72:1 80:11	102:15,20
132:8 155:23	fresh 53:10,11	getting 35:18	86:8,11,20	103:22 105:2
189:4 209:6	94:21,22	41:16 89:18	87:3 88:19	105:22 107:23
211:17 214:2	Friday 28:12	120:21 124:19	91:20 94:9,11	108:1,14 109:7
217:20	57:1,4 80:11	124:19 143:8	104:3,18 105:8	109:8 112:7
formal 26:21	204:7,15,22	168:7	106:10 107:3	113:4,10
43:18 196:4	Fridays 162:12	get-go 156:15	112:23 120:5	114:14 116:10
former 116:5	Fried 92:18	178:20	123:15 133:18	116:23 120:4
forms 81:4	friend 28:2	give 78:1 79:21	146:4 147:7,8	120:15 121:1
formula 45:18	201:17	80:10,15 89:1	154:19 155:23	123:14,18
46:1	friendly 202:10	102:20 123:14	161:7 162:4	127:6 128:2
forte 82:8	friends 54:21	143:11 159:10	164:8 180:1	130:1,13 131:2
forth 44:9 108:1	104:15	159:11 161:14	185:18 189:5	131:22 134:15
fortunately	front 172:12	166:1 194:7	190:23 191:15	139:13 141:6
184:23	176:8	215:16	193:21 194:23	143:7 145:21
forwarded	frustrated		195:15 200:12	155:22 156:13

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 230

158:21 162:11	great 81:19,21	82:7 83:3	214:18 215:17	Hannah 11:11
162:20 165:12	82:7 83:5,10	84:19 86:8,9	216:9 218:18	11:16
168:3 169:15	83:11 96:5,18	86:17 95:11	219:9	happen 142:3
169:23 170:14	156:21 182:20	98:2 156:21	half 11:1 28:12	211:20
171:3,17	green 165:20	166:12,12	75:20 76:3	happened 33:3
172:15,16,17	greet 157:23	170:2 207:17	151:13 169:3,3	35:22 36:6
174:4,14 177:7	grew 166:19	207:18	187:3	57:23 58:10
178:9,12 179:9	groceries 31:2	guys 77:20 85:4	halfway 102:3,5	63:3 67:11,20
179:10 180:2,5	139:19 208:22	91:5 105:20	Hall 73:2	70:11 71:21
181:1 182:4	grocery 31:18	146:21	Hal's 110:7	72:7,8,11 86:2
186:12,15	ground 140:2	guy's 116:3	158:3	87:7 90:11
189:3,4 191:11	grounds 3:1		hand 114:9	92:4 101:17
191:18,22	group 42:3		178:15 208:5	106:20 141:10
192:22 197:19	81:22		handbook 5:7,8	141:23 142:5
198:10,11	growing 198:3		5:10,11 40:8	160:2 171:16
200:10 201:19	grown 197:21		40:14 80:18,23	183:20 200:13
207:6,7,16	guaranteed		81:2 130:3,11	209:19 215:12
209:5 210:1,9	184:7		130:15 131:13	happening 36:8
211:19 212:12	guess 12:4 13:20		131:23 132:7	36:13 149:4
214:17 215:16	14:5,6 15:1,5		132:16 133:2,9	happens 211:19
219:22	18:14 19:3		133:11,15,21	happy 80:10
good 9:11 28:2	20:22 24:6		133:22 135:4	93:17 206:7
43:15 57:15	26:23 27:18		135:16,18,19	hard 9:21 14:7
59:22 81:22	30:6,23 36:17		135:23 136:2	102:1 106:12
86:18 91:6	37:6 40:17		136:17 160:20	156:20 192:17
96:6 97:16	42:14 43:5		handbooks	Hardee's 147:9
133:18 144:12	49:21 50:4		158:22	147:11
155:17,19,21	54:9 59:3,5		handed 64:9	hardest 104:10
171:13 180:16	60:2 65:21		178:14	104:22
182:19,21	69:11 70:17		handle 48:23	Harrington 82:5
183:19 202:2	83:21 87:14		72:21 150:22	138:5,17
good-bye 104:20	92:13 94:18		handled 72:18	hazard 94:18
gotten 69:14	98:12 105:12		handles 207:4	head 8:18 21:10
95:7 136:19	106:8 108:8		handling 92:20	179:7 205:22
179:1 206:14	125:18 126:18		94:21 169:11	206:20
grade 194:18	129:16 137:22		hands 41:1 92:7	heading 37:11
gradually	172:8 187:20		147:4,14	61:11
162:16	192:4 197:16		handshakes	heads 82:4
graduate 24:7	198:2 212:18		97:21	heal 192:9
graduated 24:11	213:8		hands-on 40:23	health 119:17
grand 103:14	guessing 141:17		handwriting	hear 87:13
209:11	guidance 159:11		110:13	93:17 157:6
grandparents	guideline 40:17		hang 90:23 99:6	heard 173:2
grass 165:20	guy 39:7 67:22		99:9 212:14	218:1

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 231

heart 32:12,15 38:6	27:2 92:12 123:20 124:2	134:14 143:5 143:13 145:10 145:14 149:20	77:23 important 172:19 impressed 73:10 218:2,16	156:14 indoctrination 144:3 induced 158:7 158:13
Heights 21:12	hit 170:18	164:14,16,22	impression 218:15	industry 173:3,4
held 74:12 107:2 171:15 201:10	hold 101:16 196:8	166:3 172:15 178:2,8 179:9 204:1,5,10	improve 115:9 115:15,17 improvements 77:22	information 65:23 66:4,5 67:6 112:3 129:19 189:11 190:23
help 9:17 13:13 29:17 30:4 34:23 35:20 162:19,21 200:18 205:8	holidays 112:16 119:5	house 11:3,5 54:18 55:1 105:17 191:20	improving 115:21,21 116:13	initial 183:10 inside 70:21 instance 210:19
helped 35:1 163:3	107:17	houses 73:4 94:3	inaccurate 87:15 88:6	instances 159:23 160:3
helping 163:1	Honda 193:7,8 193:16	HR 13:16 175:3	inappropriate 86:13	instant 103:16
Henson 69:21 85:9 118:6 137:11 158:17 159:3,7 160:13 203:21	honest 96:2 139:12 162:15	hugging 104:23	inaccurate 87:15 88:6	insurance 119:10,17 171:13
Henson's 69:23	hope 185:18 188:1	Hugh 34:8 44:21 59:22	inappropriate 86:13	integrity 157:9
Hey 212:12	hoped 146:2 202:23	Huh-uh 8:18	incapacitated 137:6	interested 68:2
high 23:20 47:1 47:2 83:18 173:2	hopefully 106:13	human 40:18	68:14,19	68:14,19
higher 33:15	hopes 29:21	hunting 21:18	119:18 195:7	119:18 195:7
highest 187:2	hoping 180:9	husband 19:16	216:20	216:20
highly 209:13	horrendous 153:2	husband's 16:12	interim 45:10	interim 45:10
Highway 194:11	horse 220:5	hypothetical 59:4 72:20 209:18	165:17	165:17
hilly 74:23	hospital 12:11	Hyundai 193:7	Internet 71:9	185:22 186:2
hinted 86:4	hot 198:2	I	185:22 186:2	185:22 186:2
hire 91:8 152:7 176:11,12 193:10	hour 43:16,16 90:6 91:1 111:5 120:12 120:15 147:1 214:6	idea 14:8 37:12 55:16 91:6	interrogatory 65:17	interrogatory 65:17
hired 26:17 31:9 32:3 89:22 108:11 118:11 118:15 120:21 129:17 136:20 152:3 163:20 166:21 197:8 197:13,16 202:3 212:8	hourly 118:13 hours 29:17 30:1,2 39:18 41:6 47:17 52:20 56:12 75:8,20 76:3 76:16,17 84:21 85:19 87:19	identical 74:21 identification 61:7 64:2 65:12 66:17 67:3 108:18 109:12 113:15 117:13 121:7 123:22 127:11 128:6 130:8,18 131:17 132:3 168:10 174:22 181:5 182:7	increased 166:23	interrupt 66:10
hiring 84:18 149:5 176:8	89:8,10,12 90:7 111:1,3 112:6 114:14	identified 67:23 immediately 178:13 192:12	indentation 121:22	Interruption 27:20
history 4:23		implement	indicate 217:7 217:14	interview 4:20

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 232

90:11 91:19	170:23	147:7 149:12	93:9 176:9	55:10,14,20
94:14 97:19	items 31:18 93:6	149:18 179:22	202:10	57:6,12,14
98:2,9,16	94:23	180:8 182:18	Kelly 21:4,4	58:5,14,21
99:18 100:10		182:19,19,20	82:19 138:6	59:23 60:7
101:9,18	J	188:20 189:9	139:3 140:9	61:23 62:13,22
112:22 113:18	J 3:8 6:12	192:23 193:2,4	Kenny 51:5,9,16	63:10,16 68:1
120:20 122:10	Jackson 163:10	194:9 196:7,15	51:18	68:8,14,18
150:12 157:21	178:4	199:15,21	Kentucky 92:18	71:2,13,18
159:3 167:18	Jack's 102:6	203:4 206:7,14	kept 64:19	72:13,16,20,21
171:23 172:3	James 152:9,12	206:22 207:3	192:18	73:5,9,13,17
173:16,20	January 132:1,7	207:19 208:1,5	keys 178:14,16	73:20 75:8,11
181:13 196:1,4	132:9,10	209:14 211:8	KFC 92:18,20	75:13 77:12,17
203:3 213:5	135:18 139:21	212:8 215:18	kids 107:13,18	78:23 80:8
214:19 215:21	160:19 161:3	217:23 218:17	kill 91:16	81:10,13,15,17
218:7,18	Jason 82:19,20	219:9	killing 104:19	81:17 82:7,10
interviewed	138:6 139:3	jobs 26:16 61:1	kind 15:13	82:13 83:9
188:7 189:18	140:9,22 149:8	148:17 186:5	17:21 18:15	84:2,21 85:1,3
203:4 212:7	Jean 17:17 18:2	194:20 206:9	22:14 27:1	85:5 86:5,17
216:7	18:4 20:13	208:3	31:20 34:15	89:9 90:20
interviewing	Jeff 198:6,7	John 34:11,11	35:4 46:13	91:4 92:17
215:15	201:12,15	joined 91:19	54:14 101:10	93:5,9,14,18
interviews	Jerry 19:16	jot 62:23	Kinsey 138:15	94:11,15 95:3
195:20	Jimmy 167:20	Joyce 19:12	142:18 201:16	95:23 96:4,13
intrigued 216:19	167:21 168:5,7	July 56:10	kiss 180:7	96:15 97:6,9
introduced 7:23	168:13 170:4	176:23	knew 48:9 55:17	97:10,13,14,15
introductions	170:10,19	jumped 78:14	56:14 90:3	97:17,21 98:1
92:6	Jo 16:2	78:15 205:6	94:17 98:17	99:2,7,12,20
inventories	job 9:17 13:6,14	June 160:11	107:23 113:9	102:8,13,16,17
154:1	13:18 29:14	161:6	135:22 156:11	102:19,22
inventory 47:8	30:16 31:7,21	junior 24:13,15	180:4 191:14	103:1,6,7,11
78:21 82:8	37:23 42:7	24:18 25:4,7	191:23 210:23	103:12,13,17
95:12 154:1,2	45:5,6 46:16	jury 17:19,20,23	211:8,16	103:22 104:21
154:4,5,7	47:14 48:22	22:12,13,16	knitted 27:10	105:20 106:3,6
invested 99:14	51:7,14 67:14	187:23	know 8:9 9:18	106:8,11,19
invoice 170:5	69:23 74:1,16	J-O 16:3	14:6,16 15:1,2	107:3,13,16,20
involved 22:3	77:14 81:10		17:19,21,22	110:7 111:8
47:22 74:10	83:16 86:18	K	22:7 23:1 31:1	116:11,16,20
77:6,14 93:10	96:5,7,9 98:17	keep 45:1 48:12	32:21 33:6	119:14,14,23
115:8 213:5	99:9 100:17	63:1 82:14	34:22 41:6	126:2 129:19
involvement	101:21 102:13	93:5 101:10	42:17 43:5	133:16 137:17
13:20	102:23 106:10	158:21 165:10	44:11 46:6	139:9 141:16
IRS 205:20	107:9 108:2	191:23 196:21	48:13 51:12,23	144:4,11,17
isolated 160:8	110:4 112:20	220:4	52:9 53:2	147:3,6,13
issues 34:21	113:9 137:4,13	keeping 85:14	54:14,15,18,23	148:9 149:3

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 233

150:11 151:7	knowingly	22:4 65:16	104:16 105:7	license 10:14
153:5,11,15	175:18	85:8 100:6	106:17,20,21	lied 156:11
154:5 157:10	knowledge	182:16 185:7	139:1 141:21	178:21
157:10,23	52:13 53:3	201:20	142:11 143:2	lies 183:5
158:21 159:15	62:15 68:4	lawsuits 22:1	144:7 175:14	life 24:2 104:12
160:5,7,15	99:19 110:3	lawyer 182:3	175:16 176:13	104:23 119:10
162:10 163:2,4	138:21 203:18	201:2,4 203:15	176:23 179:22	156:15,16,17
163:7 165:7,8	203:22 205:7	lay 178:6	183:10 193:1	172:23 179:22
165:22 166:19	known 37:15	layer 47:2	196:2 197:14	183:1
173:1,22 174:3	41:22	layman's 94:18	200:6 201:19	lift 48:20 49:2
174:3 176:8	knows 201:13	186:1	202:7,13	lifted 180:15
177:16 179:3	201:15 203:13	lead 165:19	206:19 207:5	192:13
179:17,20	<hr/> L	166:21 218:9	208:4 210:13	light 191:16
180:17 182:3	L 1:20	leader 101:10	218:14	Lightsey 39:10
183:2,13,16,19	Labor 136:10	leadership 115:8	legal 8:9,14	liked 94:5 96:20
183:20,21,23	204:20	156:22	63:12	157:2,3,10
184:1,17,22	lack 182:17	leading 2:22	length 103:10	218:1
185:21,23	laid 178:16	leaps 198:3	139:5	limited 33:1
186:11 187:5	lake 12:17 198:2	learn 31:13	letdown 216:23	36:6
187:15,15	204:11	learned 42:22	letdowns 47:9	limited/light
188:22 189:11	Lambert 19:22	48:21	47:21 73:7	32:17
189:14 191:10	Lands 195:5	learning 32:9	218:3	Lincoln 193:16
191:12,22	196:5	leave 14:13	letter 4:19 5:15	line 208:10
192:1,2,9,10	Langford 19:15	25:15 27:22	106:4 108:5	Lisa 20:4,19
192:19 194:7	19:21	29:2,9,10	109:9,15,20	list 193:23
194:22,23	large 2:4 7:3	30:14 35:21	111:7,10,11,14	194:17,21,21
195:16 196:18	40:20 159:6	42:11 52:4,20	112:5,8,9,12	195:7,16
196:22 197:9	larger 46:7	58:4 104:17	112:13,21	listed 175:21
199:2,6 200:18	196:22	106:16 107:19	113:6,20 114:1	lists 194:5,19
200:19 201:3,5	largest 46:2,6	166:18 167:1	114:10,13,16	little 43:15 48:4
202:1,7 203:6	Larry 19:12	176:20 180:7	115:5,13	59:14 63:15
203:14 204:3,9	late 58:1 107:17	leaving 44:22	117:21 178:18	96:8 102:4,6
204:17,21	152:23	106:18 144:15	179:16 181:3	105:3 161:22
206:13,17	Laura 11:9,23	147:22 183:23	181:11 218:22	186:10 210:2
207:17 208:4	13:17,19 14:21	led 116:8 156:18	219:7	live 10:17 15:14
208:11,22	15:7,10,11	189:19	letting 97:22	15:22 16:9,18
209:13,19	102:14 103:9	left 14:1 25:4	let's 15:20 27:1	17:11 18:18
211:10 213:9	107:16 201:11	27:3 34:12	36:13 75:2	19:10 20:14,22
213:16 214:5	Laura's 107:4	42:6 48:20	121:17 123:13	21:1 77:5
214:23 216:1,9	law 6:5 183:8	50:6 51:19	188:23	lived 10:22 24:1
216:15,18	187:22	52:19,23 53:3	level 33:15,17	lives 11:5 15:17
217:22 218:4,9	laws 2:15	54:7,8 55:23	levels 44:13	15:18 16:19
218:10 219:18	lawsuit 21:22	58:15,21 90:14	levy 205:20	17:13 18:8,9
knowing 203:12		98:6 101:19	liable 171:15	19:23 20:1,4

**367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660**

FREEDOM COURT REPORTING

Page 234

20:15	144:7 165:9	machinery	136:22 137:1	66:17 67:3
living 29:5 77:4	173:11 211:23	167:17 171:22	137:15,16	108:18 109:12
192:15,16	213:14	172:3	138:4,8 139:8	113:15,20
local 68:3	looking 13:17	Macon 20:8	139:10 145:16	117:4,13 121:7
204:11	67:13 103:14	mad 179:20	149:13,22	123:22 127:11
Locally 193:5	110:15 111:7	magic 101:4	151:8,15,16,19	128:6 130:8,18
location 140:7	121:10 123:6	maintenance	152:4,11,16	131:17 132:3
lodges 21:18,19	131:8 133:6,19	167:11,22	155:1,6 166:7	168:10 174:22
logistical 107:21	135:15,17	168:14,17	166:21 196:9	181:5 182:7
loner 107:6	173:10 185:22	169:9,13	196:12,13	215:5 219:6
long 10:22 12:3	187:11 200:9	making 43:3	197:11 198:4,5	market 206:14
12:6 13:23	206:8,9,11,16	100:2 103:14	198:8,11 207:3	marketing 96:15
14:15 25:13	looks 64:8 109:6	103:16 105:5	208:1 211:15	married 11:21
26:4 27:17	121:15 122:14	106:7 107:11	managers 39:3	14:16,17 15:6
32:14 33:6	123:7	145:17 146:22	80:5 82:4	16:13,14,22
43:13 69:7	lose 39:3 148:12	170:11 174:1	138:1,3,11	17:14 19:22
88:19,23	186:15 206:22	188:5 200:8	148:16 149:15	20:9,16
137:17 138:17	211:8	215:20 216:2	149:17 206:22	Marshall 6:6
139:3,9,15	losing 102:19	man 156:20	managing 197:2	Martin 12:17
140:13 141:9	149:6 208:3	191:20	mandate 95:19	198:2
141:13 142:20	lost 107:7 147:7	management	96:1,21	match 124:8
143:9 164:21	207:3,7	99:1,1,2	179:10	154:5
180:9 208:17	lot 50:7 62:22	105:19 210:18	Mandy 2:2 3:8	matched 184:18
longer 29:5,16	84:4 93:9	211:1	7:1	matches 132:15
59:14 76:9	95:22 96:5	manager 31:5	material 159:1	
111:1 140:17	107:3 140:1	32:9,11,21	matter 39:18	
143:15 144:18	147:8 156:13	33:7,9,13,14	56:12 62:14	
163:3,5 164:14	172:15 202:1	33:18,20 34:1	marina 196:10	120:13
191:15 204:1	love 102:10,15	34:9,12 35:3	196:16,17	maxed 83:7
longevity 184:15	loved 104:12,13	35:17 36:2,16	198:8 204:19	maximum 45:15
long-run 169:1	104:13	36:23 37:21,23	mark 39:10,12	McDonald's
long-term	low 55:21 83:17	38:4,5,10,12	61:4 63:18	146:21
119:15 184:20	lower 54:17	38:19 39:8,9	65:7 66:9,10	Meadows 29:1,3
look 66:4 109:9	lunch 102:9	39:14 43:4	66:22 108:14	30:8,15
121:17 122:13	107:7 114:7,11	51:8,15 53:15	109:7 113:4,10	mean 8:9 15:19
124:5 125:20	120:3 177:7,8	57:7,21 58:6	116:23 121:1	18:15 23:2
132:6 136:5	177:9	58:20 59:7,10	123:19 127:6	24:4 27:9
144:5 193:3	lured 182:18	70:1,2 74:2,7,9	128:2 130:1,13	34:18 36:15
206:18 215:7	183:3	74:17 76:7,11	131:11,22	37:10 40:16,17
218:23	L.L.C 2:5 6:13	78:2 82:6,15	166:14 168:3	41:3 46:7
looked 60:14	7:9	82:20 83:1,3	174:14 181:2	50:16 52:12,13
61:10,16 71:9		97:5 103:18,19	182:5	54:20 55:3
100:23 133:21		103:20 104:4	marked 61:7	58:3,12 59:3
135:7,9,19		116:17 118:14	64:2 65:12	60:8 61:12,15
	M			
	machine 210:15			

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 235

64:7 67:13	mental 191:12	196:2 199:20	121:21 147:3	107:15
75:14 81:3	192:2	200:6,14 202:2	missing 105:1	move 103:4
85:18 86:23	mentally 161:21	202:13 203:17	Mississippi	105:5 204:16
94:3 100:4,20	179:5 192:4	203:19 206:19	71:12	207:14,15
100:23 106:2	mention 96:12	210:12,17,21	mistake 98:18	209:3
110:2 111:11	114:13 116:12	212:3,19	mistakes 214:6	moved 11:3
117:17 119:9	219:16	213:23 216:17	mistreated	107:20 141:18
126:2 128:13	mentioned	217:15 219:11	101:1	166:14 195:6
132:23 133:14	84:17 158:1	219:21	mom 15:22 19:9	mulling 185:20
138:21 144:2,9	216:10,12	Mercier 6:20	Monday 28:11	murder 22:16
144:16 146:5	219:17	69:21	53:12 103:6,8	
146:20 148:23	merchandise	merit 194:1	204:7,14	N
149:18,19	46:23 47:5	merited 188:1	Mondays 162:12	N 1:20 4:1 6:1
151:16 152:23	Merchants 1:12	Merle 171:4	monetarily	Nabors 34:8
153:2 154:14	6:10 8:20	mess 37:13,15	191:5	name 8:3,4 11:8
155:20 158:12	21:23 30:22	101:7 143:21	money 28:5	11:10 12:19
169:21,23	49:23 50:7,12	message 144:17	188:14,18	16:1,4,5,12,20
188:10 190:20	50:14,18,22	187:18	192:17,22	17:1,16 19:23
200:16 202:18	60:16 61:2	messed 154:2	202:23	34:7 38:9,11
203:11 206:10	62:10 63:4,9	met 44:21 102:3	monstrous 73:1	42:2 67:17,23
210:13 213:6	65:3 67:9,14	Middle 1:2	Montgomery	83:3 114:5
217:21 218:14	68:23 69:1	18:21	16:19 18:15,22	116:3 152:8,9
means 98:13,13	71:7 73:12	mighty 200:11	20:7 26:1 69:3	152:9 163:11
meant 59:13	74:18 75:19	miles 19:2 43:12	69:5 140:19	170:21 214:23
115:11	79:18 80:19	193:14 208:11	193:17	219:21
Medical 12:1,9	86:7,11,20	mile-wise 74:20	month 14:9	named 18:7
12:12	92:22 97:8	million 105:21	122:16 168:19	45:11 139:11
medications	105:7,13	105:23	170:18 197:15	163:14
10:4	106:19,20,21	mind 32:3 99:11	months 12:5,7	names 8:7,14
meet 77:19,20	108:3 110:11	mine 28:2 95:20	14:5 80:10	19:11,20 20:22
91:4 92:8,8	114:1 117:2,11	minimal 146:19	105:12 141:12	21:2 194:23
102:2,10	120:22 124:4	minimum 48:12	142:14,15	nastier 100:20
157:22	127:21 128:3	184:1,3,6	148:22 151:13	nasty 100:21
meeting 48:4	129:3 130:3	186:17 194:8	161:12,17	national 154:20
160:12 177:3	134:4,6 137:1	minute 8:1	170:17 180:17	necessarily
meetings 54:16	137:18 139:22	131:3	192:15 193:2	129:8 157:7
154:11 155:6	140:11 142:21	minutes 43:17	204:14	necessary 2:20
Melanie 175:3	143:4 152:5	47:20 48:4	mop-up 157:22	115:9
member 21:15	155:11 157:15	90:23 91:16	morning 35:1	need 17:21
memo 117:1,8	158:8 159:1	120:12	47:19 53:12	70:20 72:2
117:10,22	166:11 171:13	mismanaged	61:19 137:9	78:19 80:13
135:9	175:16 176:21	100:19	147:9 164:19	107:19 115:15
men 165:19	187:19 188:6	mispicks 150:16	177:4	115:17 144:18
166:21	188:11 189:7	missed 60:19	mother 15:17	170:14 180:19

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 236

182:1 212:14	174:12 207:8	nods 21:10	oath 9:4	18:20 19:1,20
213:15 220:2	207:12 208:6	nonproductive	object 155:22	20:2,9,21 21:2
needed 32:6,16	208:18	165:14	189:3 209:5	22:17,22 23:8
34:22 35:19	newer 140:5	non-union 94:4	214:2 217:20	24:22 25:22
58:16 71:3	167:7 174:6	94:7	objections 2:20	26:7 30:3,11
72:4 76:8	nice 193:9	normal 47:18	3:1	31:12 33:19
101:9,15	night 31:3 33:22	normally 8:12	observe 77:20	34:13 37:18
102:21 103:1,2	35:2 39:9	51:18 75:15	162:21 163:22	40:12,22 41:5
143:14 144:1	47:10 53:22	165:6 204:23	obstacle 154:17	42:7,10 48:6
145:6 146:11	54:13,16 55:8	north 2:7 6:15	occasion 85:4	49:12,14 53:2
148:10 150:19	55:12 61:20	7:10 19:4,5	178:1	54:1 55:7
150:20 155:8	73:8 74:10	NORTHERN	occasionally	56:16 58:20
155:14 159:17	76:22 77:1,13	1:3	36:9,14	59:13 63:7
163:4 165:5	77:15,19 78:4	Notary 2:3 7:2	occasions	64:6,10,15,23
167:20 169:20	78:9,17 81:22	Notasulga 20:5	133:16 146:18	65:7,20 66:12
178:2 195:8	83:2,4,5 85:3	21:1	October 14:19	66:22 67:8
needing 163:2	93:14 99:2	notes 63:1,2	121:3	70:7 71:16
204:1	134:19 137:7	64:18 85:15	offer 43:19 44:2	72:7,13 78:7
needs 59:9	138:8 143:22	notice 4:11	77:23 101:22	79:4 80:21
187:18	147:21 149:21	128:17 61:5	102:13,23	81:5 84:8,14
negatively 8:19	151:8,10,12,14	129:9 215:9	108:5 109:9,15	85:7,18 86:1
neglect 169:23	151:15,18,19	November 197:7	109:20 111:7,9	86:15 87:12,17
neither 11:20	152:3,22 153:3	number 9:12	111:11,14	87:23 88:15
171:8	153:6 164:9	10:10,15 48:9	112:5,8,9,12	89:4 94:13
never 23:16 40:5	165:6,10	54:20 126:19	112:13,21	95:17 98:5,11
57:9 60:14	166:17,20,20	187:6 219:1	113:5 114:11	99:6,19 104:7
75:21,23 80:4	169:3 172:18	numbers 46:15	114:13,15	106:1 108:12
80:5 96:9	174:16 176:1	83:6 103:11	115:5,13 116:5	108:14 110:5
100:19 114:15	178:10 207:9	116:16,20	207:9,10	110:12 111:13
156:8 160:18	207:10 216:13	125:20 150:13	217:23 218:22	111:19 113:1
162:15 166:9	217:1	150:23 153:5,8	219:7	114:12 117:19
166:17 167:1	nights 35:10	154:4 170:18	offered 3:3	118:5 119:21
172:22 173:2	53:16,18 73:21	176:7 215:1	29:12 30:16	120:9,17
179:22 183:2	77:10,19 85:21	numbers-wise	44:23 88:8	121:21,23
184:4 186:20	112:11 115:3	50:11	188:5,18	122:1,9 123:3
188:21 195:8	138:16 150:3,9	numerous	189:20 209:14	123:13 124:3
198:4 205:19	150:21 151:7	146:18	offering 163:1	124:11,17,21
209:18 211:10	152:20,21	nuts 157:20	188:13	125:4 126:12
211:11,21	164:10 166:13	nutshell 65:6	office 144:13,14	127:1,14,20
213:20	166:13,22	Nyla 16:5	officer 171:14	131:11 133:4,7
new 28:8 82:10	173:6 179:11	N-Y-L-A 16:5	offices 2:4 7:8	133:19 134:13
91:9 100:22	204:3,3	<hr/>	okay 9:20 14:20	138:13 140:4
105:17 117:1	nine 121:16,20	O	15:12,21 16:14	142:10 148:20
118:14,21	nodding 206:20	<hr/>	17:10 18:6,19	150:8 154:21

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 237

156:6 158:18	33:22 35:3,17	98:12 99:12,18	pallet 47:6	127:5,5,15,15
160:2 162:22	36:2,15,23	99:21 102:15	palletize 46:23	129:6 207:13
164:3 171:6	37:5,21,23	original 3:9	pallets 48:10	paycheck 56:9
173:14 176:14	38:3,5,10,12	originally 69:20	panhandle	90:2,5
181:17 183:18	38:18 39:14	ought 183:7	208:14	paychecks 5:3
190:2 191:2,5	45:9,12 46:14	outgoing 107:5	paper 63:16	127:8
195:11 200:1	51:15 57:7	outside 26:20	183:8	payment 124:1
200:20 202:12	59:7,9 74:2,7,9	106:23	paperwork	191:20,21
202:17 205:4	74:16 76:7,10	outweighed	129:23	Payne 18:8
209:16,22	78:2 82:6,15	42:23	paragraph	pedestal 106:23
210:18 213:3	86:3 91:9 97:4	out-and-out	115:5 128:23	penance 185:2
213:21 214:18	103:19 104:1,4	156:11 183:5	129:1	pension 184:13
215:4 218:22	116:17 136:22	overall 15:1	pardon 185:8	184:14 185:1,6
219:5,13	136:23,23	Overhill 10:20	Parrish 16:6	186:23
old 11:14,16	138:4 145:16	overtime 48:12	part 17:23 31:17	pension's 187:1
17:5 173:10	145:18 149:13	110:20 136:10	73:14 76:21	people 8:8 48:21
186:22	151:16 152:11	overview 162:13	87:15 117:16	49:1,13 50:21
omission 213:8	152:16 155:1,6	owned 59:18	123:1 126:4	95:4 96:6
omitted 213:7	162:10,19	196:17	145:5 157:11	98:12 101:10
once 35:14 47:6	163:17 211:15	owner 28:1	168:21	105:19 148:12
63:16 170:13	operator 57:21	33:11,12 34:7	participate	193:10,11
181:19 211:14	operators 48:20	40:22,23	154:17,20	201:10 212:14
217:6,13	49:3 54:22	ownership 60:7	participated	percent 45:15
ones 55:17,22	207:19 217:1	owns 60:9	119:19	50:14 83:19,22
121:21	opinion 214:14	O'Connor 45:4	particular 24:23	93:21 103:13
online 193:22	opportunities	45:7 52:6	26:7 117:18	111:20,21
195:15	195:17	96:19	159:22 168:12	115:20 116:7
on-the-job 27:1	opportunity	P	170:6	121:12,12,13
Opelika 20:1	23:10 83:19,22	P 1:20 6:1,1	parties 1:22	122:3 125:22
open 30:1,4	97:23	pack 93:8	2:23	125:22 173:5
32:15 35:16	opposed 77:1,13	package 117:17	partner 107:7	184:3 185:16
53:6 92:13	ops 33:13 34:1	135:6,8	parts 193:6	187:3 213:1
107:10	43:3 52:7 58:6	page 4:3 108:23	198:5,13,16	214:17 215:1
opening 105:18	58:20 82:11	110:17 114:4	percentage	percentage
operated 152:13	oral 3:10 7:14	121:10 122:14	44:15,16	44:15,16
operating 140:3	order 27:8,9	125:17 135:2	125:23 126:20	125:23 126:20
operation 137:5	109:19 198:13	136:5,12,13	126:22	126:22
159:12	198:17	paid 39:15 56:5	period 16:16	126:22
operational	orders 49:8	83:20 89:11,11	32:14 35:11,15	126:22
115:16,22	198:17	89:13,15,19	41:16 43:1	122:14,17
167:13	ordinary 152:15	146:18,22	44:2 66:2 68:9	123:6,8 124:9
operations 31:5	orientation	170:4 189:12	68:13 81:11	125:7,9,18,20
32:8,11,21	159:5	198:20 199:13	83:13,17 88:2	125:21 126:1,5
33:7,9,20,22	oriented 97:14		88:5 111:15	126:7,15

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 238

143:10 144:2	piece 169:18	points 94:19	presented 212:21 214:19	problem 35:19
163:23 164:7	pieces 101:14	policies 40:13,14	preshift 48:4	35:21 36:18,19
170:15 197:12	170:6,22	129:5 136:21	president 13:8	36:19,21 37:4
periodontist	pinning 33:4	policy 79:18	45:11 70:6,8	37:22 58:16,23
69:3	pitching 163:1	80:20 184:2,22	59:2,8 60:1	59:2,8 60:1
periods 88:20	place 2:6 6:14	posed 41:3 90:8	76:8,13 165:3	76:8,13 165:3
person 35:9 49:5	7:9 34:16	position 32:2	165:16 176:9	165:16 176:9
49:7 107:5	36:10,12 37:13	84:18 104:1	problems 34:21	36:5 38:7
211:11	57:16 63:16	106:22 186:5	52:17 65:2,19	57:22 58:2,7
personal 79:13	81:19 82:3	186:21 195:14	75:9 84:10	167:2 181:18
115:7	93:4,13 96:7	196:8 207:12	103:3 147:5	218:19 219:14
personally 55:10	101:15 106:3	positions 193:23	187:1 215:11	Procedure 3:6
156:9	125:19 140:8	194:1,14	prevent 10:6	7:6
perspective 97:2	140:19 143:21	possession 63:5	110:18 111:4	procedures
97:3 98:11	149:17 161:19	possibility 41:15	preventing	94:20
99:17	179:23	possible 90:19	111:1	proceed 215:13
Peterson 19:12	placed 9:4	213:21	preventive	proceedings
20:13	205:20	possibly 83:18	167:10 169:9	7:15
Phillip 83:2,6	places 53:21	211:6	previous 38:10	process 42:20
138:7 140:13	173:1	postdated 110:6	74:15	47:11 67:11
140:16,21,23	Plaintiff 1:8 6:3	potential 121:11	previously 215:4	92:22 116:2
142:11,15	plan 118:2	121:14 122:2	219:5	120:21 122:10
149:9,23 151:2	184:13,14	potentials	pride 106:8	137:7,9 150:12
151:6 152:19	planned 90:22	103:12	primarily 82:11	168:22 181:13
Phillip's 165:2	plant 43:7 167:2	poultry 94:22	82:18 94:21	197:22 213:5,7
165:15	193:13,16	practices 129:5	157:16	214:20
phone 67:22	208:18	practicing 95:9	produce 53:11	
99:9 101:23	plays 192:21	predecessor	94:21	
171:7 178:16	Please 3:13	214:22	produced	
180:4	pleasure 92:8	predecessor's	113:11	
phone-in 49:8	plenty 102:21	139:12	product 53:11	
Photocopy 4:15	plus 185:5	predominantly	productivity	
5:3	PM 167:11	52:18 197:19	115:16,22	
phrase 183:6	PMs 167:10	Predominately	Profit 214:7	
185:9	point 37:11,12	157:19	program 4:22	
physical 78:21	74:11 93:16	preferred 94:6	25:8 41:10	
physically	98:14 99:3	prepare 201:14	44:6 45:14	
161:21 179:5	112:19 146:1	prepared 63:20	47:23 112:2,3	
192:3	147:23 148:8	preparing 47:10	115:6 117:21	
pick 49:9 216:13	148:19 150:9	73:7	121:3 168:15	
216:16 217:1	160:16 162:18	prerequisite	progressed 72:3	
217:17	164:16 170:7	129:20	progression	
picking 217:3	214:10,11	PRESENT 6:3	31:21	
picture 206:15	218:6	6:10,19		

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 239

progressively 178:23	punitive 187:14 187:22	questions 2:21 2:22 9:1,12,13	reads 115:6	131:13 133:10 133:11,15
promised 160:18	purpose 40:20	18:2 72:14	ready 35:18 103:4	135:20 184:4
promises 157:5 158:20	pursestrings 167:23	73:15 75:3 129:14 158:1	real 38:22 90:14 107:4 172:19	receivers 48:19 49:2 105:20
promoted 82:23 83:1 165:19 166:19 186:20	pursuant 7:5	190:21 209:23 210:8 213:18	174:5,11 183:19 193:9	receiving 46:21 55:2 95:5 117:10,15
promotion 103:17 104:2 207:15 208:5 209:14	pursued 189:18	213:19	217:3 realize 14:7 15:12 117:19	122:20 123:10 124:12 126:11
proper 94:20	put 54:19 63:13 63:22 96:10	120:3 171:18 206:2	really 60:13,18 81:9 85:15	recognition 73:3 recognize 108:20 121:5
prorated 122:16 123:1 161:2	99:7 101:13 114:21 156:13	quit 149:23 151:3,4,6	90:17,21 93:18 97:11,12 99:12	127:9 128:8 130:5,16
proud 218:5,6,8	178:14 183:8 185:13 186:2	152:19 166:7 178:17 180:6	101:1,22 182:20 188:22	131:14 132:1 181:7
proverbial 179:12	186:12 187:6 192:5 194:17	180:12 192:10	192:2 199:5 219:18	recognizes 115:6
provided 43:6 65:9 67:5 112:16	putting 47:4 58:13 103:11	quite 68:10	reason 17:18 66:2 95:21	recollection 46:9 81:23 119:7
provides 129:1	170:21	quo 116:13	99:3 162:7 166:18 176:17	125:2 126:8
providing 115:8	put-aways 47:4	<hr/>	215:2 219:21	137:20 139:23 153:7
Provision 30:17 38:4,14 40:9 41:11,12,20,23 42:12 43:1,4 44:18 49:15,23 50:2,10,23 59:17 60:5,21 74:8,15 81:14 166:10 210:12 210:14,20,22 211:14	puzzle 101:15 P-A-R-I-S-H 16:7	R	reasons 77:4 77:4 165:5	recommendati... 158:3 183:12
provisions 136:10	<hr/> Q	Ran 38:21	recall 32:13 85:17 117:17	record 8:2 93:7 93:9
psychiatric 200:18	qualifications 194:6	Randy 82:4,5,6 82:14 138:5,17	162:7 163:14	recordings 62:17
Public 2:3 7:2	qualified 146:7 146:12,14 194:15 207:11	138:23 140:22 149:10 151:9,9	receipt 5:6,9 130:13	records 93:5
publication 42:18	qualify 89:1	152:1	receivable 198:19	recoup 49:4 185:7 187:11
pulling 138:19	quarter 25:18	rang 67:22	receive 79:2,17 112:2 113:5	recovery 202:21
pumps 196:18	quarters 25:14	rate 54:17 147:17 172:23	115:14 118:4 118:13,23	red-flagged 170:5
	question 9:14 14:16 15:13 29:19 30:7	rates 173:2 174:16	127:22 134:9 134:13,17,21	referring 80:17 174:20
	41:2 60:3 68:4 75:10,10 90:8 92:16 93:20	raved 83:5	received 93:7 109:15 111:12	refers 117:21
	125:5,19 131:3 132:19 149:2	read 111:8 128:11,20	111:13 119:6	refrigerated 94:23
	155:23 189:4 190:13,19	134:1	122:15 123:4	regarding 117:2 117:3 134:10
	216:6 217:10	reading 2:12 64:7 119:13	126:9,10 127:7	regardless 60:9
		136:3	127:15 130:3	Regional 12:18

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 240

regular 58:11 77:2,13 116:8 164:4	repercussions 147:4,21	response 67:5 responses 61:19	101:11,14 102:16 106:23	82:9,18 101:5 101:6 116:6
rehashing 220:3	replace 207:7	responsibilities 197:10	110:21 111:17 113:21 114:2	148:7,8,13 165:21 169:2
related 62:9 65:15	replaced 39:11 116:3 163:11 163:12 169:21	responsibility 95:15 149:14	119:1,4 122:4 122:6,7 125:13	196:16
relating 2:16	replenishments 47:9 216:11	responsible 33:21 35:4,7,9	129:3 158:18 159:1 187:16	runs 192:22
relative 15:18 15:19	report 5:14 33:10 51:3,5,9	55:8 58:7,9 78:3,5 82:12	189:13 190:5 200:23 203:2	Russell 12:1,8 12:12 23:21
relatively 55:21	51:10 52:5 137:10,12	145:17 rest 13:21	204:15 208:9 208:10 209:22	24:8 27:5,7,15 27:22 195:5
relatives 15:14 17:11 18:12	175:8 reported 52:6	Restaurant 102:6	217:11 road 75:1 140:1	196:5
relied 159:7	Reporter 2:3 3:15 7:2	Rester 171:4 result 200:13	Roberson 38:11 rodeo 154:9,15	S
relief 31:11 32:6	repossessions 205:17	206:23 resume 13:19	154:18,20 Rodney 83:3	\$ 1:20,20 4:8 5:1
relying 158:3	represent 8:20 121:11 124:1	retail 31:18 retained 3:14	138:9,16 141:13,16,20	6:1 8:11
remarried 14:23	request 40:5 67:6 110:7	retains 129:3 rethink 106:6	165:18 role 32:6,18	sacrifice 115:7
remember 11:2 13:5 14:2 21:3 27:8 43:21 45:17 76:19 78:11 79:5,8 81:7 84:1,9 85:15,22 92:15 94:13,15 97:18 102:4 104:16 106:18 108:13 113:5 114:6 116:2 117:9,15 122:19,20,21 123:10 124:12 124:18,19 125:1 126:11 126:13,15,16 126:17 142:5 148:5 154:13 162:23 168:16 177:3 179:15 179:17 181:22 181:23 183:9 187:7 195:14 195:18 211:13	require 36:22 required 37:3 95:4 154:6 requires 78:22 research 71:7 researched 186:1 resident 24:6 resignation 4:19 5:15 106:5 113:7,17,20 114:10 178:18 179:16 181:3 resigned 86:21 113:9 141:5,10 191:13 resigning 86:10 respective 1:23 respond 195:8 responded 171:9 195:9	retire 184:8 retired 197:5,6 retirement 184:2 returned 32:16 32:23 reunion 161:8 reversal 32:18 53:20 revise 129:4 Rhonda 19:15 Rick 197:6,14 ride 74:22 Ridge 196:9 right 9:23 18:11 21:6 50:5 53:5 56:1,14 64:12 64:20 66:19 69:4 75:2 79:11 81:5 85:17 88:10,17 91:6 92:3 96:9	138:9,16 141:13,16,20 165:18 200:3 rolled 122:21 roof 150:17 room 90:13 177:10 rotated 152:1 rotates 205:5 rough 81:16 routes 31:13,16 routinely 116:7 214:23 Rs 16:8,9 Rule 3:5 rules 2:16 3:6 7:5 129:5 run 31:16 34:19 36:12 38:14 91:14 159:12 167:14 208:17 running 36:4,10	safety 169:4 170:8,10,22 171:5 salaried 90:3 136:8 salary 39:15,17 41:14,17 43:5 44:3,17 45:21 56:6,8,11,13 56:18 65:21 66:3,5 83:12 83:23 88:7,11 103:13 107:11 116:5 120:23 121:13 182:21 185:5,12,14,15 186:15 187:3 189:16 198:21 198:23 199:6,7 sales 28:8 32:4,7 33:18,18 34:9 34:12 96:14 115:15,21 157:5 197:11 197:17,20 198:10 salesman 197:14 salesmen 28:19
repair 168:18 repairs 168:15 168:20 169:22				

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 241

salespeople	85:6,20 87:19	72:4 77:21,21	service 42:15	145:5,7 147:16
31:14	165:9 178:12	85:3 105:3	173:3 184:20	147:21 150:7
salesperson	204:2 205:3	123:13 125:21	196:17 197:1	151:8,12,14
31:11 197:5,8	scheduled 48:13	126:21 136:1	198:4,5,12,13	152:22 153:4,6
197:9,17	58:11 69:20	147:10 150:21	set 34:2,14 44:9	165:4,6,11,12
Samlip 193:5	70:13 110:19	158:5 189:19	68:21 69:6	165:21 166:17
sat 106:22 114:9	154:1 167:10	195:1	84:19 205:1	166:17 172:18
177:11	168:14 169:12	seeing 119:13	setting 85:6	174:16 176:1,1
Saturday 28:13	scheduler 49:6	125:17	seven 121:19	178:9,10
53:7 78:18,23	scheme 108:8	seek 63:12	141:11	179:11 186:19
79:2,5 80:12	school 23:20	187:23	several-month	201:16 207:9
154:8,8,10	24:4 25:17	seeking 200:17	170:15	207:11,19,20
204:16,18,20	27:3 77:12	seen 61:9 69:2	sewing 210:15	208:1 216:12
Saturdays 35:13	107:15,18,19	114:15 183:2	sexual 142:1	216:13
35:15,16 78:20	schooling 25:22	select 31:2 84:5	shaking 8:18	shifts 77:8,9,18
115:3 153:18	26:12	selecting 47:13	179:19 205:22	shift's 83:6
153:22 155:12	scope 58:11	216:15	shambles 161:20	ship 31:3
172:18	208:15 214:8	selection 47:11	213:13	shipping 137:7
save 192:17	Scott 160:12	137:7	shape 167:6	139:19
208:20	162:18 163:12	selector 141:18	170:1	shook 92:7
saw 61:10 70:17	177:10,12,18	207:10	shared 207:22	short 90:15
100:16 167:1	177:21,23,23	selectors 165:13	She'd 107:18	119:15 143:10
saying 52:14	179:2 203:22	216:23	shift 33:21,22	143:12 144:3
53:4 84:1 87:9	207:21,23	sell 30:5 199:12	35:1,2 39:8	147:19 153:1
87:15 118:18	Scott's 177:1	selling 29:8,16	42:9 46:16,19	197:12
124:18,23	scrabbles 63:15	29:21	47:11,17 48:5	shorthanded
125:1 126:9,10	screen 27:10	send 13:19	48:7 51:4,8	143:23 147:17
127:3 146:1	screwed 149:1	170:4 187:13	53:22 54:4,12	shortly 11:4
157:17 181:12	screwing 203:2	198:19	54:13,16 55:5	75:16 98:22
says 26:10 77:16	seafood 94:22	sending 86:12	55:6,8 57:21	163:13 197:14
80:2,2,3,3,4,17	Search 67:18	Seneca 138:15	57:21,23 73:6	shorts 150:15
110:7 112:1	searching	142:16,17,22	73:8 74:10,10	short-term
115:19	149:21	145:4 201:16	74:13 76:22	207:6
scale 156:2	season 204:9	201:17,21	77:1,13,15,19	shotgunning
scan 47:6	205:5	202:20 203:3	78:4,9,9,17	210:7
scanned 136:1	second 18:5 89:2	sent 63:20 113:6	81:21,22 82:9	shoulders
scenario 103:15	114:4 122:13	174:18 187:18	82:13,18 83:4	180:15 192:14
184:10 185:17	123:14	194:16	85:4 93:2,14	show 48:2
186:4,14 187:7	secure 81:18	sentence 129:1	93:14,16 95:4	127:14
211:7	Security 4:13	separated 14:21	97:4 98:23	showed 48:10
schedule 28:9	10:9 23:17	September	99:2 103:18,18	70:13 165:17
34:2,14 51:16	65:8	121:4 197:6	103:23 104:3	shows 66:3,19
52:10,14,18	see 37:10 42:17	serve 203:1	137:6 138:6,15	124:6 130:11
77:14,15 84:15	66:6 71:3,4	served 22:13	143:22,22	shut 204:13

367 VALLEY AVENUE
(205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 242

shuttle 55:18	sleeping 77:11	south 208:13	169:1,5 187:14	212:23 213:4
shuttling 208:12	191:14	southeast 208:9	187:23 191:19	statements 100:3 158:20
208:13,21	slips 196:21	Spain 34:11	start 15:20 35:1	174:9 177:19
siblings 17:9	197:23,23	speak 13:18	44:3 47:11,12	183:5 190:14
19:14 20:3,11	slot 47:3 197:23	53:21 63:13	88:9 103:11	198:20 211:20
sic 58:9 117:1	slots 47:12 48:1	92:14 96:15	132:18,19	states 1:1 71:15
186:11	216:13,16	150:17 167:23	134:2 145:5	160:20
side 48:17	217:2,3,18	169:18 187:14	149:21 150:8	status 5:5
sign 170:3	small 46:10	speaking 54:19	150:14,19,21	116:13 127:23
signature 2:11	71:13 72:23	59:4	151:7 168:14	128:4 136:6
109:1,2 128:14	185:1	special 110:17	179:9 209:1	stay 29:12 35:20
128:16 131:4,7	smaller 166:10	specific 166:1	211:5 216:14	35:23 36:7
131:9,20	Smith 2:5 6:13	specifically 219:13	started 13:3,11	38:7 44:20
signed 81:4	7:8	219:13	14:3 31:9	58:1,10,17
109:21 113:23	smooth 34:20	specifics 72:10	42:19 47:18	59:1 76:9,13
114:7,10	38:22 81:15	122:19	48:18,19 50:12	144:18 164:6
117:20 129:12	144:13	speeding 23:1	55:4,22 71:12	165:5,16
132:10 136:20	smoothly 38:15	spell 51:12	81:2 82:21	stayed 59:11
significantly 46:7	145:18,22	spelled 211:17	88:8 127:20	186:18 209:2
signing 47:22	snack 91:15	spend 161:23	134:3,6 137:19	staying 58:8
128:11,20	snap 101:3	164:9	139:19 140:14	59:14 186:21
133:7 170:8,20	snuff 171:18	spent 31:17	141:15 143:4,7	steady 81:18
similar 174:5	social 4:13 10:9	185:21	150:2,4 153:6	Steve 1:7,17 2:1
simple 169:19	21:15 23:17	split 198:7	153:9 159:9	7:13,18 8:8,12
sir 56:4 61:3	65:8	splitting 105:15	161:3 165:1	70:19 121:3
sister 15:18	sole 209:8	spoke 82:4	166:4 167:4	178:5 210:6
19:15 20:4,13	solely 184:15	spot 63:23 81:16	169:13 178:5	212:18 217:5
sisters 16:18	solve 150:23	166:14 198:2	181:19 186:6,8	Steven 8:4,11
17:7	somebody 41:1	217:23	186:9 192:23	Steve's 220:4
sister's 16:4	69:15 99:7,8	spread 170:16	196:14 197:4,5	steward 94:12
sit 70:21	144:10 149:12	spring 25:17	199:1	STIPULATED 1:21 2:10,18
site 193:22	151:20 152:2	stability 81:12	starting 43:1	stipulation 7:6
sitting 9:9 14:18	188:13,16	134:23	136:22 145:8	Stitt 83:2 138:7
67:21 70:17	son 11:4,7	stack 196:19	198:9 208:18	140:13 142:11
85:14 144:14	son's 11:10	staff 77:20 83:10	state 2:4 7:2 8:2	151:3
situations 72:18	sort 34:4,5 78:18	91:7 157:5	187:21 191:12	stocking 216:13
six 14:5 44:12	107:5 191:21	166:23 172:19	193:17,19	stone 184:21
48:18,19 54:12	195:1 198:7	174:13 197:17	194:11 195:12	187:1
121:19 146:23	207:22	standards 115:10,16,22	stated 176:22	stood 178:13
164:5	sorts 81:4	136:11	statement 4:13	stop 192:20
Size-wise 49:22	sought 23:16	standpoint 93:3	4:14 65:9	stopped 152:4
sleep 85:1	sound 28:3	94:9 106:8	66:13 100:1	storage 196:19
107:17 192:6	123:8 163:18	107:21 157:9	160:21 174:13	
	sounds 14:10		177:18 187:13	

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 243

196:20 198:12	summary 215:6	201:9,11 206:3	211:12,14	177:21 181:10
store 29:21	Sunday 53:9,10	217:9	215:18,22	181:14,17,21
straw 179:13	56:17 57:11	surgery 32:15	216:11 217:7	188:8,10,19
Street 6:6	80:12 204:13	surplus 207:5	219:20	189:8,21 190:4
strictly 49:20	204:18,20	surprised 58:22	SYSCO's 74:11	191:3,5 200:20
69:11 74:13	Sundays 53:13	surprising 37:2		201:3,5,6,18
strike 113:3	57:6	suspension	T	201:21 202:1
190:13	super 82:7	211:7	T 1:20,20 4:8	203:15 205:10
strong 101:9	supervision	sworn 7:19	5:1	206:17 209:10
struck 22:15	115:9	synopsis 172:8	take 11:20 23:16	talking 26:23
structure 29:13	supervisor	SYSCO 12:23	26:4 29:14	38:13,16 63:22
60:12,15,19	27:13 28:14	13:2,6,8,10	40:3 43:13	66:14 68:15
121:1	30:12 42:9,10	14:1,13 41:21	44:23 45:4	73:16 81:8
stuck 62:12	43:2 46:17	42:8,13,17	49:5 57:1,16	87:18 120:20
stuff 8:10 13:22	51:4 74:13	43:7,18 45:14	57:17 82:16	167:20 168:6
32:10 58:4	82:23 83:4	45:16 46:17	91:21 112:20	205:6
62:23 71:17	93:3 94:9	47:15 51:4	120:3,10,14	Tampa 95:6
72:17 73:6	103:18,23	53:6,17,19	166:14 169:23	Tankersley
83:7 92:12	104:3 138:9,10	54:5,18,21	170:17 175:12	152:10,12
119:18 150:16	139:7 141:19	56:5 57:22	179:6 180:19	tape 62:16
155:14 159:5	166:1,8,22	60:5,6,14 66:1	201:13 206:1	taxes 200:10
169:2,19 170:3	177:16 186:19	66:14 69:4	207:9 208:5	tears 63:15
170:12 179:14	201:17 207:20	72:18,22 73:4	taken 2:2 3:10	tech 170:7
196:23 200:16	supervisors	73:17 74:12,16	10:4 57:19	techs 198:15
202:4	28:18 35:7	75:12 79:11,12	90:20 120:18	telephone
styles 210:19	39:4 53:22	79:14 81:16	123:17 176:15	171:11
Suber 69:22	138:14 165:20	90:20 93:1	180:23 206:4	tell 9:15 13:19
70:23 84:6	supervisory	94:1,3,4 95:3	talk 54:15 67:8	44:22 45:2
90:16 91:18	195:18 207:12	95:22 96:4,18	75:2 83:12	46:17 60:16
92:14,15 97:7	support 62:4	97:10 103:16	84:14 88:2	67:20 68:5,20
134:8,10 145:9	200:22 203:18	104:12,13	90:18 99:14	71:21 72:11
Suber's 70:7	205:11	105:9,13	145:10 167:16	73:23 75:11,21
subject 136:9	supports 65:15	106:16,17	167:17 173:15	76:1 78:8 79:8
substantial	supposed 70:14	107:6,12 113:7	173:18 182:1	82:2 92:3
185:4,6 188:2	89:6,8 117:7	113:18 139:18	201:8 202:21	137:2 143:18
189:16	sups 166:20	140:7 146:4,23	215:17 216:8	178:11 179:8
sudden 105:22	sure 35:4 59:10	166:5,16 174:5	talked 60:23	180:7 182:15
suffered 211:4	74:3,5 81:3	182:22 183:23	81:5 85:16,19	190:11 192:7
suggested 91:14	87:8,18 103:7	188:17 199:20	90:10 95:18	202:12 203:10
150:18,20	108:4 113:8	186:19 188:6,9	97:7 103:9	209:20 210:6,8
Suite 2:6 6:14	117:16 123:16	206:18 207:4	111:14 118:5	212:15 213:7
7:9	133:23 134:1	208:12 209:2	120:22 146:17	213:12 218:19
sum 215:11	145:17 155:4	210:20,23	159:18 167:19	telling 163:4
summarize 65:2	157:9 172:10		173:14 174:15	

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 244

temporarily	97:16 98:10,13	158:2,11	throw 159:4	179:3 180:9
192:14	176:22 184:12	160:11,20	Thursday 80:11	184:6 185:21
ten 25:23 40:2	187:9 198:11	163:10,19	204:22,23	187:3 190:23
49:2 83:22	things 35:5	168:21 175:22	tie 47:1 160:6	192:9 197:12
121:20 122:2	38:14 60:9	175:22 179:15	tied 147:5,14	201:14 204:18
151:13,14	61:10 63:3	183:18 184:4	till 32:2 50:6	211:12 214:10
156:2 161:11	71:2 73:12	185:11 187:9	58:17 59:1	214:11
161:17	85:9,11 86:20	189:22 190:15	84:22 85:2	times 36:6 44:17
tend 164:11,14	116:6 123:15	190:20 193:7	91:11 164:19	62:22 81:14
tenure 139:12	126:3 144:12	203:17 205:7	186:21 197:8	83:21,23 122:5
147:19 184:5	145:6,22 146:8	205:13 206:2	time 3:2,2 22:13	162:3 180:6
term 119:15	148:7 152:13	206:14 208:8	22:17 24:3	201:18
182:18	157:13,15,16	214:4,9,13,15	31:17 32:15,22	Time-wise 74:20
terminated	157:17 170:6	217:22 220:1,3	33:3 35:11	title 45:6 51:7
147:19 176:16	172:13 177:4	220:5	38:17 39:12,14	69:23 82:14
termination	177:13 178:6	thinking 68:11	42:16 47:15	137:13 163:15
142:6	181:11,15	124:22 137:14	48:11 50:6	tobacco 31:19
terminology	190:3,8 191:16	142:14	52:15,16,17	Tobias 3:9 6:12
95:20	191:17,21	third 105:17	54:6 58:11	Toby 8:1
terms 31:21 65:4	201:15 208:16	125:17 126:15	61:1 63:11	today 8:23 9:12
74:4 94:18	210:3 213:6	thought 42:16	70:5 71:5,14	10:7 55:20
112:14 127:4	218:2	74:6 82:17	72:5 73:4	181:10 189:23
147:14 156:22	think 14:18	84:12 87:5	76:15,21 80:7	205:11
158:14,15	24:20 26:5	91:10 97:14	80:15 82:5	told 13:16 37:15
168:7 175:20	32:3,13 36:1	99:11 130:21	87:20,21 89:2	65:5 67:23
186:2 201:22	36:15 39:23	138:10 147:22	90:15 91:13,18	70:19,22 71:22
201:23 211:4	49:1,18 53:19	148:14 149:16	91:20,21 93:18	75:23 77:2,3
terrible 172:21	54:8 68:11,22	155:9 157:6,7	102:21 103:1	78:13 81:6,19
210:17 213:15	71:11,14 76:10	159:16 188:1	106:18 109:18	82:19 85:4,9
testified 7:20	78:13 92:11	thousand 43:2	118:16 119:22	85:12 87:10
148:14	95:21 97:6,7	three 40:1 48:18	120:10 122:21	88:5 89:11,15
testify 203:23	100:2,12,14,16	77:8 79:21	129:7 136:19	90:19 91:1,7
testifying 10:6	101:2,13	83:21,23	139:5 140:6,21	92:7,23 94:1
testimony 1:16	102:23 103:1	101:20 105:12	142:11 143:10	95:2 96:18
3:10 9:8	104:11 105:16	121:19 122:5	143:11 144:5,7	99:4 101:23
thanking 97:21	109:22 117:6	122:14 125:21	145:2,3 146:1	102:12 104:17
therapists	121:22 136:16	140:15 147:20	148:19 160:10	116:1,4 118:6
200:13	139:6 140:16	148:22 156:5,7	160:16 161:2	118:18,22
therapy 200:18	140:18 145:21	159:22 172:17	161:10,14,18	122:10 126:17
thereto 3:4	146:7,10,13,15	184:3,7 185:16	161:23 162:2	143:14,16
they'd 90:17	148:5 152:8	194:4,20	162:11,14	144:4 148:1,3
98:3	153:14 154:9	three-fourths	164:1,7 166:3	148:9,15
thing 9:17 81:9	154:12 155:17	55:3	166:16 170:15	149:17 150:11
81:20 85:22	155:21 157:2,4	three-plus 33:8	172:17 178:4	150:20 156:9

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 245

156:17 157:14	33:23 56:3	106:12 193:15	137:21 139:13	ultimately 35:8
159:3,7,16,19	73:18 74:11	193:19 204:23	147:19 148:22	unattended 58:4
160:4,9,22,23	78:10 82:20	trying 14:8,17	159:23 160:3	uncle 17:12
161:9,10,12,13	83:1 99:1	36:21 37:11,17	161:4,7,15,22	18:17
162:1,5,8	137:8 138:7	42:20 49:18	162:3 165:19	uncleanliness 173:8
167:19 171:7	139:10 143:22	87:8,17 92:22	169:4 172:16	uncle's 18:7
171:11 172:16	149:3 155:7	104:19 109:17	180:17 192:14	understand 9:3
177:11,15,23	176:2,4,6	109:18 133:12	192:23 193:1	9:6,14 29:18
178:1,17,19,22	208:21	145:2 158:10	194:19,19	37:20 41:2
180:6,11	transportatio...	163:10 176:11	197:18 201:9	50:5 61:13
181:12 183:14	93:15	176:12 192:23	215:17	
183:21 190:3,8	trial 3:2 17:20	Tuesday 160:8	two-lane 75:1	86:7,17 87:9
190:9,12,12,15	trick 109:17	tune 97:11	two-part 216:6	89:23 90:9
194:13 195:6	133:13	tunnel 191:17	two-year 25:8,9	93:19 115:14
201:10 202:15	tried 29:12 30:3	turmoil 161:19	type 9:21 22:22	118:17 125:16
202:16 203:1,7	47:19 48:8,11	turn 101:4	26:11,14 30:18	126:3 129:2,10
203:7,8,10,12	99:22 106:3	106:13 108:23	32:10 33:14	144:17 145:23
212:7 213:22	160:6 165:10	135:2 146:11	41:6,9 51:16	154:14 182:2
214:21 217:13	193:5,12,15,16	146:14 198:18	55:11,14 94:6	190:19 217:9
ton 202:23	Triggs 167:20	208:23	150:16 154:17	understanding
top 71:13 73:3	167:21 168:5,8	turned 106:4	195:1	40:12 64:10
total 153:20	trim 27:11	146:8 181:13	typical 48:6 76:4	70:3 76:6 85:7
totally 14:5	trip 154:19	183:4	164:17,18	115:18,23
169:6 172:20	trouble 29:15	turnover 5:13	typically 48:14	118:9,12,20
172:20,20	149:5	38:23 54:3,14	52:22 58:15	126:6,19 190:5
198:9 212:1	truck 154:11,11	54:17 55:11,15	75:18 164:23	understood
216:16	154:16 155:5	147:17 172:23		88:22 89:21
touch 98:3 168:7	191:20	173:2,5 174:15	U	90:1,4 91:13
tough 14:16	trucks 46:23	176:5	U 1:20	unemployed
tour 91:4,21	50:17 147:22	twice 78:21	uh-huh 9:2,16	185:20 200:3
93:4 173:22	150:15 153:1	two 14:9,22,23	9:18 11:13	unfortunately
town 102:4	208:13	15:4 16:8,9	14:12 19:9	86:19
trade 42:17	true 85:10,13	17:9 19:19	30:10 34:17	unhappy 86:9
53:21	86:23 87:3	20:19 24:14	40:10 52:8	union 94:3,3
traffic 22:19,20	198:4 201:12	25:14 35:14	75:5 110:22	United 1:1 71:14
22:22 23:5,6	213:4	39:23 40:1	111:16 113:22	University
training 26:15	trust 98:16	48:3 53:19	118:8 122:8	193:18 195:13
26:19 27:1	truthful 181:14	66:7 77:8	124:7,10	unload 46:22
transcript 3:10	truthfully 10:7	78:20 79:12,13	127:19 128:10	unsafe 169:6
transpire 32:5	209:20	81:16 88:19	132:12 134:7	untrue 87:16
transpired 50:7	try 29:16,20	93:2 121:18	142:19 158:9	untruth 99:17
84:11 92:10	37:3,23 44:20	125:7,9,18,20	181:20 190:6	updated 130:21
158:4	78:1 99:15	126:5 127:5,8	201:1 206:20	use 161:15
transportation	100:3 105:8	127:16 133:15	ultimate 35:8	usual 112:16

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 246

U.S 188:23	vs 1:10	157:3,3,6,10	94:2,5 96:13	192:13
189:6	V-E-R-T-E-I-N	160:15 169:15	96:14,18	Weldon 21:5
	51:13	170:19 178:19	101:13 104:5	Wellborn 193:8
		216:1	144:1 148:7	193:12,15
V	W	wanting 94:15	149:9 150:14	went 22:8 24:12
vacation 31:13	wad 63:13	100:13 148:4	153:2 155:19	24:17 25:5,5
39:20 40:3	wages 205:21	Ware 83:4 138:9	156:3 158:5	27:19 28:23
66:7 79:10,12	wait 52:3 91:11	138:16 141:13	173:23 185:9	31:4,22 37:14
79:17,20,22	195:1	warehouse 31:1	185:13 187:18	45:8 50:6
81:7 90:21	waiting 216:23	32:8,10 34:19	190:16 191:15	56:16,17 61:1
112:14,17	waived 2:13	47:5,10 53:12	192:5 203:12	71:3 82:2
114:23 118:7	walk 31:20	73:8 91:4,22	207:3 211:22	87:13 101:19
118:10 119:3	67:10 116:14	93:4 95:1	212:12,20	110:10 139:18
134:18 135:4,5	walked 70:15,18	100:18 101:5	214:4 216:17	143:20 144:13
159:18 161:4	95:13 98:19,20	149:21 173:7,8	217:5,16	155:13 172:13
161:16	144:13 180:1	173:20,22	Wayne 34:10	173:13 176:11
vacations 85:20	183:21 192:11	210:14 213:13	ways 105:3	177:10 186:3,7
159:20	214:8	219:20	189:22 191:7	194:14 195:4
valuable 97:8	wall 179:7	wasn't 29:8 32:6	Web 193:22	210:16 219:18
varies 204:8	wand 101:4	58:12 78:16	Wednesday	weren't 52:22
various 31:14	want 17:23 28:3	81:14 86:22	160:9 204:23	55:7 56:1,2
vary 187:5	37:6,9 45:13	87:2,11 95:8	week 39:23	57:12 58:21
verbatim 52:15	59:10,12 61:23	96:2,17,21	45:21 56:20,22	70:23 71:22
134:2	67:8 69:10	102:19 106:2	57:3 79:23	73:18,21 85:10
verge 141:4	72:10 77:23	107:6,22	90:2,5 142:7	104:14 107:14
Vertein 51:11	80:15 82:16	119:18 139:23	164:2 178:8,9	118:21 148:16
51:21	84:23 86:16	149:4,14	179:9,11,12	169:2 190:12
Vertein's 52:9	89:9 93:10	151:11,21	186:8,9 199:8	wet 80:9 196:20
vested 184:23	99:5,8 101:22	156:16 160:17	204:4,4	we'll 64:23
vice 45:11 70:5	106:9 120:2,11	165:12 167:5	weekend 57:2,5	112:23 195:2
videos 62:19	131:11 141:11	167:13 170:23	103:5,10 160:7	we're 8:22 18:21
view 74:12	142:22 149:11	171:1,14	162:5 204:22	53:7 66:14
93:16	156:3 160:7	172:16 184:15	weekends 53:6	95:22 120:15
viewed 104:5	161:15 183:6	184:16,17	85:20 110:20	170:14 196:17
violation 23:5	183:13,16	191:13,13	weekly 199:5	197:21 198:1
violations 22:19	201:3 203:14	203:5 218:10	weeks 40:1	204:10 212:12
22:20,23 170:8	205:11 208:9	water 196:17,22	we've 21:20	
170:10	wanted 40:4	79:12,22 127:5	85:16,18 90:10	
voluntarily	49:9 65:18	127:16 150:7	118:5 136:19	
14:13 29:9	68:1,18 81:9	way 32:4 36:10	151:5,10,14	
volunteer	81:17 84:21	36:11 41:3	152:20,21	173:14 190:4
213:11,16	86:6 92:17	53:2 58:5	164:5 169:17	191:3,5 196:19
volunteered	93:20 101:2	73:11 75:1	179:2 185:19	196:20 197:17
213:20	111:6 145:4	82:22 88:22	week's 79:20	197:20 198:4
VP 52:7		90:8,17 93:10	weight 180:14	200:20 220:2

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 247

whatsoever	30:9 32:14,23	198:17 201:14	114:14 115:2	134:18 179:15
218:21	34:22 35:10,13	203:16 204:1,6	127:20 134:3	writings 64:18
wheel 72:23	36:22 37:3,14	210:16 212:4	138:23 140:9	written 184:21
whichever 199:2	39:20 41:4,19	219:19	140:23 143:6	211:5,17
Whitman 20:4	42:21 43:19	worked 12:3,17	145:11,14	wrong 36:9,11
21:4	44:8 45:8 48:5	27:5,10,11	147:11 150:2,3	121:15 123:12
wholesale 30:19	51:17 52:11	28:10,11,18	150:8,19,21	153:17 154:6
wife 11:7 18:5	53:9,13,16,23	30:2 32:7 33:6	151:7 152:4	159:15,16
19:7 20:2,11	54:2,21 61:2	34:2,4 39:4,18	156:23 164:17	190:4,16
21:6 102:7	67:9 68:2 75:9	41:7 46:3	164:23 165:1	wronged 185:10
106:16 180:4	75:19,22 76:2	47:15 53:18	167:4 169:3,14	185:12 187:12
192:7,12 200:5	76:23 77:6,7,8	55:18 56:13	172:6 175:9	187:17,17
201:4 209:9	77:12,18 78:20	57:3,7,9,11	178:2 179:9	wrote 114:9
wife's 11:8 17:1	79:1,5,22,22	68:1 71:19	180:18 181:19	W-I-L-L-I-E
17:16	80:7 81:12,18	72:15,16 79:19	182:22 186:12	16:2
Willa 17:17 18:2	81:20 83:11	81:13 82:22	188:17 192:20	W-2 67:6 200:9
18:4	84:22 85:2,21	84:20 85:19	200:5 204:5	W-2s 4:15 65:18
William 16:21	87:13,22,23	87:19 88:16	206:6 208:14	66:1,23
Willie 16:2	89:12 92:12	90:6,7 96:3	210:10 212:19	X
willing 187:13	96:16 100:4,11	111:5 122:17	219:10	X 4:1,8 5:1
Willis 18:9	102:1 106:15	138:1 140:18	works 12:1	Y
will-call 49:7,11	110:10,19	140:20 145:18	32:10 46:1	yeah 22:21 24:4
window 147:12	111:6 112:11	147:17 150:7	194:10 204:19	26:18 32:1
windows 84:20	118:15 134:15	151:5,9,13,23	world 180:14	40:21 46:15
wins 154:18	134:19,22,23	152:20 153:20	192:13	54:10 56:11
winter 204:10	139:18 143:20	159:11,21	worry 78:23	57:17 58:19
204:14	144:6 145:22	164:5 166:5	80:1 102:19	59:13 66:5
wintertime	146:4,6,13	172:22 187:4	171:12,19	72:11 78:6
204:12	147:2,3,7	192:17 203:19	worse 153:14	84:13 87:12
wise 106:7	148:10 149:15	211:12	162:17 179:1	90:3,9 97:3
wish 218:11,12	151:8,18	workers 23:13	184:9 185:17	100:15 101:13
218:13	152:12,21	working 13:10	186:3,14 187:6	102:9 104:6
witness 2:12	153:19,21	14:1 32:4	206:14 211:7	108:22 109:6
7:13 21:10	156:12,19	37:21 39:13	worth 126:1	111:18 117:6
22:5 136:14	158:8,23 163:3	42:4 50:10,21	wouldn't 18:1	118:19 119:19
won 96:5	163:4,8,8	59:20 60:1,4	37:16 57:12,14	120:8 123:2
wondering	164:12 171:17	60:11,13,18	68:5 80:4,6	131:9 132:23
192:21	172:14,15,17	76:15 77:1,10	91:6 97:9	133:1,6,14,14
word 136:4,4	173:13 176:12	78:22 89:8,10	102:18 113:8	135:11,11,11
words 182:15,17	176:18 178:7,9	94:6 96:20	write 219:1	138:10 144:21
work 11:23	178:23 179:10	97:10,13	writer 198:5	150:5 156:21
12:15,23 13:2	180:10 185:18	102:15 104:13	write-ups	158:16 180:21
27:1,4,17	186:7 195:5	110:19 111:1,2	198:14	180:21 182:13
28:23 29:16	197:18 198:17	111:5 112:7	writing 134:10	

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 248

183:15,16	120:2 152:3,7	10:30 177:5	131:12,15,16	208:11 214:23
188:12 199:4	173:18	10:45 177:5	132:11	20th 109:21
199:18 217:19	y'all's 98:9	100 71:11 90:7	168 5:12	20-year-old
year 14:10 24:7		93:21 196:20	17 5:11 10:23	213:14
26:6 32:13	<u>Z</u>	213:1	11:12 79:17	200 105:21
39:22 41:16	Zac 10:23 11:10	104 126:1	131:23 132:2	200-plus 173:5
44:4,11 45:10	11:11,12	104.25 126:22	132:11 135:15	2002 130:20
45:18,22 78:20	zero 125:23	108 4:17	135:17	2003 67:1
78:22 79:16,17	126:21	109 4:18 125:22	174 5:14	2004 67:1 109:5
79:19,23 80:8	<u>\$</u>	109.9 126:20	18 5:12 11:1,1	110:12 113:21
83:21,23 89:16	\$10,000 45:20	11 4:23 17:6	15:2 16:15	114:2 121:4
103:14 105:21	168:19	123:19,21	18:3 19:18	128:18 131:1
105:23 118:16	\$300,000 187:8	178:2	20:18,20 116:7	189:7
121:14 122:5	\$40,000 44:4	11th 109:4,20	168:4,9 214:23	2005 67:1 121:4
130:22 160:22	\$400,000 186:16	110:1,12	181 5:15	123:7,8 124:5
160:23 161:3	\$62,000 103:12	11/28/58 10:13	1819 2:6 6:15	124:9 125:7
185:17 186:7	\$62,500 89:16	113 4:20	7:10	126:5 132:1,7
186:10,11	111:15	115 105:23	182 5:16	132:9,10
187:4 199:1	\$700 186:8	117 4:21	19 5:13 174:15	135:18 168:5
200:11 204:9	\$734.78 122:15	12 5:3 17:6	174:21	2006 67:1
years 11:1 14:22	\$992 45:21	48:19 49:17,18	1977 24:9	2007 2:8 3:11
14:23 15:2,4	<u>0</u>	69:10 79:11	1984 27:18	7:13
23:2 24:14	04 122:15	127:6,10 178:2	1986 14:19	21 5:16 182:5,6
25:23 33:8	05 125:10,11	12th 176:23	1998 3:7	210 4:5
34:3,14 38:21	161:3	12:00 53:9	1999 13:3	22 74:22
40:1 53:20	<u>1</u>	12:30 120:1	<u>2</u>	23rd 109:21
71:11 93:2	1 4:11 61:5,6	121 4:22	2 4:12 63:19	113:21 114:2
99:14 137:21	121:3 125:15	123 4:23	24 149:20	
138:22 139:14	129:1 130:20	126 6:6	24th 128:17	
140:16,16	132:1,7,9	127 5:3	25 23:2	
141:17 142:23	135:18 160:19	128 5:5	25th 14:19 124:5	
169:22 173:10	196:15 215:6,8	13 5:4 128:3,5	2,604.17 127:18	26 127:18
186:20,22	1st 56:10	130 5:7,8	2,606 126:1,23	26th 168:5
187:2 208:20	1/27/05 131:14	131 5:10	2,606.34 124:6	27th 132:10
year's 184:6	1:00 177:9	132 5:11	2,606.35 123:7	28 49:19
year-wise	10 4:22 45:23	14 5:6 11:17	2:00 84:22	
100:23	66:21 69:10	12:5,7 130:2,7	2:06-CV-0070...	
yesterday 65:10	117:1 121:2,6	131:8 132:20	1:5	3 4:13 65:8,11
113:12 127:7	10,000 46:5	15 3:7 5:8 47:19	2:30 48:14 75:15	3:00 58:15 75:17
174:18	10,531.50 66:20	49:13 130:14	2:45 48:15 75:15	30 83:19 103:13
y'all 14:15 15:3	10:00 85:2	130:16,17	20 5:15 23:2	111:20,21
15:15 40:7	10:20 2:9 7:12	132:14,17	49:19 71:13	115:20 121:11
83:12 84:14		133:20 135:3	116:7 173:10	121:12,13
88:2 119:6		16 5:9 49:13	181:2,4 186:20	208:11 214:17

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

FREEDOM COURT REPORTING

Page 249

30th 121:4	6	8:00 51:22,23	
31 125:9,11,15	6 4:16 108:15,17	53:4,9 70:15	
35 49:19 50:13	219:2,3	204:6	
186:6 193:14	6:00 47:19 48:2	80 103:14	
35,000 186:9	59:1 75:14	9	
199:1 200:10	84:22 85:2	9 4:21 117:5,7,7	
350 10 6:7	6:45 164:18	117:12 135:13	
352 03 2:7 6:16	165:4	90 19:2	
7:11	60 19:3 68:12	900 2:6 6:14 7:9	
376 3951 10:16	83:18 84:3	93 15:5	
	178:8 179:9	931 10:20	
4	60-hour 204:2	95 15:5	
4 4:14 66:11,16	61 4:11	98 139:19	
136:5,13,14	62 43:12	99 139:21 140:3	
4th 2:8 3:11 7:12	62-5 88:9		
4,200 46:10	64 4:12		
4:00 58:18	65 4:13 83:18		
4:30 143:8	84:3		
40 50:13	65,000 68:12		
400 193:10,11	66 4:14		
400-plus 173:6	67 4:15 186:22		
401-K 184:17			
192:16 199:17	7		
199:18	7 4:4,18 109:8		
423-88-1240	109:11,14		
10:11	219:3,4,7		
45 90:23 91:16	7,000 46:12		
120:11	7/1/2005 175:6		
450 197:22	7:00 51:19 165:4		
	7:30 143:7		
5	7:45 70:14		
5 4:15 46:11	700 186:9,10		
66:23 67:2	72 73:3		
135:2	721.15 199:8		
5(d) 3:5			
5:00 51:22 52:1	8		
52:3 53:4	8 4:19 113:13,14		
58:13,23	8/1/02 130:4,12		
144:15 204:6	131:5 132:15		
5:15 164:19	132:17,21		
5:30 164:19	133:3,9,12,17		
5:45 75:13,14	133:17,20		
50-mile 68:7	135:3		
52,000 45:22	8/1/2002 130:15		

367 VALLEY AVENUE
 (205) 397-2397 BIRMINGHAM, ALABAMA 1-800-373-3660

IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF ALABAMA
NORTHERN DIVISION

STEVE ADAMS,

Plaintiff,

v.

MERCHANTS FOODSERVICE, et al.,

Defendants.

)
CIVIL ACTION NO.
2:06-cv-00707-ID-CSC

DEFENDANT'S
EXHIBIT

NOTICE OF DEPOSITION AND
REQUEST FOR PRODUCTION OF DOCUMENTS TO PLAINTIFF

Please take notice that, beginning at 10:00 A.M. on April 4, 2007, defendant
Merchants Foodservice will take the deposition of plaintiff Steve Adams before an
officer authorized by law to administer oaths and record testimony at the office of
Constangy, Brooks and Smith, LLC, 1819 Fifth Avenue North, Birmingham,
Alabama 35203.

Pursuant to the Federal Rules of Civil Procedure, defendant requests that
plaintiff bring the following documents with him to the deposition:

1. Any documents, writings, notes, tapes (video or audio), or correspondence which plaintiff contends support his claims.

2. Any documents, writings, notes, tapes (video or audio), or correspondence which plaintiff has that relate to or concern his employment with defendant.

3. Any and all documents, writings, notes, or correspondence reviewed by plaintiff or utilized by plaintiff to refresh his recollection in preparation for his deposition and/or the allegations in his Complaint.

4. All income tax returns filed by plaintiff for the last four years or any and all other documents or writings, including but not limited to W-2 forms, which show plaintiff's wages, earnings and hours worked for the last four years.

Tdy Dk

Thomas A. Davis (ASB-5877-S56T)

E-mail: tdavis@constangy.com

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J. Tobias Dykes (ASB-0483-E66J)

E-mail: tdykes@constangy.com

Direct Dial No.: (205) 226-5469

CONSTANGY, BROOKS & SMITH, LLC

Suite 900, One Federal Place

1819 Fifth Avenue North

Birmingham, AL 35203

Facsimile: (205) 323-7674

Attorneys for Defendant

CERTIFICATE OF SERVICE

I hereby certify that a copy of the foregoing has been served upon all counsel of record by United States Mail, postage prepaid, and addressed as follows:

Derrick Blythe, Esq.
126 Marshall Street
Alexander City, AL 35010

This 15th day of February, 2007.

Tony Drb
Counsel for Defendant

DEFENDANT'S EXHIBIT

2

What I am sure we can accomplish is to prove that I was lured away from a good job, (a job that I was secure in, well compensated for, a career from which I could have retired from, reaped the benefits of annual raises & the financial security of a good pension when I did retire. A job that I really enjoyed, the hours worked, the working conditions, my employees, etc.... In essence, a job I could have worked at & enjoyed until retirement) under fraudulent pretense, false promises, lies & deceit. Nothing I was told during the interview or job offer turned out to be true.

I was first contacted about the position at Merchants FoodService by Freedom Search (a head hunter org.) working on behalf of Merchants. I was contacted while at work (for SYSCO). I had never entertained the idea of working anywhere but SYSCO until contacted by Freedom Search. All contacts about the Merchants job were instituted by or on behalf of Merchants. They actively pursued me to come to work for them. I agreed to an interview once Freedom told me the potential salary range and " lucrative" bonus potential. If certain CRITERIA WERE THE SAME, I thought I could better provide for my family financially if I took this position. This was the only reason I ever considered leaving SYSCO.

An interview was scheduled for me to meet with Hal Henson – Branch Manager, Andy Mercier – VP, & Don Suber – Pres. I was to meet them @ Merchants in Clanton @ 8:00 AM. When I arrived Hal greeted me and told me that Andy & Mr. Suber had been delayed and that he would conduct the interview by himself. He said if necessary, I could meet with them at a later date. During the interview (approx. 60 mins.) Hal questioned me on my experience, qualifications, etc.... I answered all of his questions as thoroughly as possible, giving examples of how I had addressed certain situations in the past. I explained how at SYSCO, we did most of our let-downs on dayshift and alleviated night shift from becoming bottle-necked at the start of a shift. This was different from how Merchants was doing it and he seemed impressed at our (SYSCO's) success and cases per selection hour. I told Hal of the numerous corporate wide awards our warehouse had received at the Calera facility. Again he was impressed and said so.

Hal concluded his questions and asked if there any questions or concerns on my part. Since I was gainfully & happily employed I had prepared a short list of important questions I did need answered. The answers to these questions would be the basis for my decision if I were offered the job. I needed every assurance that I was making a sound decision if I chose to leave SYSCO.

(1ST) What hours would this job require? Hal answered my question with a question. Asked me to describe my typical day at SYSCO. I answered that I arrive for work @ 5:45, the crew @ 6:00. The crew normally finished at 2:30 – 2:45 and I was gone by 3:00. Hal's reply – so you normally work 8 to 8 ½ hours per day. Answer- Yes. Hal – that would be a typical day at Merchants. Hal also stated that given this position I would have the flexibility of scheduling my own working time. Neither came to fruition during my tenure with Merchants. From the beginning I worked 9 – 9 ½ hrs a day. Progressively Merchants became more and more demanding and my week became longer and longer. I would arrive @ 6:45 – 7:00 AM and when I would start to leave at 5:00 PM, Hal (if he saw me walking out) would say – you leaving already. I eventually started trying to stay until Hal left, even though he seldom came to work

before 7:30 or 8:00. I was told on 6/28/05 (Scott Casey and Hal Henson) that if I was not willing to work 55-60 hrs / week then I was not committed enough or loyal enough to work at Merchants. That schedule would be 11-12 hrs / day. Living in Alex City, I have a 2 hr round trip commute. That plus 12 hrs a day would require me to be away from my family for 14 hrs a day, five days a week. I would never for any amount of money knowingly accept a job that required this much time. Had Hal been truthful this would have taken me out of the running for the Merchants' job. While we were discussing hours, I asked Hal about night shift and if he ever saw me needing to work at night. Hal asked if I were opposed to working night shift. I explained that I had worked all the night shift (on a regular basis) that I cared to. I stated that when I worked nights I never saw my wife or children. They would be at home while I was working, and they would be at work/school when I was home. I was upfront and told Hal that I would not be interested in a position that required any regular night shift schedule. Hal - No, no, nothing like that. All that would be necessary would be a couple of nights to get acquainted with the night shift staff and observe the night shift operation to see if there were any improvements that I could recommend. I stated that I certainly didn't have a problem with that. During my 10 1/2 months of employment at Merchants I was required to work 10 complete weeks on night shift. The day I quit 7/12/05 I was told by Hal & Scott that beginning immediately I would be required to work 60 hours a week. I would work dayshift one week then nightshift the next. That would be my schedule until I was told different. I immediately informed them that I was turning in my resignation. Gave them my keys and cell phone and walked out.

Hal mentioned in the interview that I would be required to work 2 Saturdays a year for inventory. He stated that when I worked one of these Saturdays that I would receive a day off the following week as compensation. I worked a total of 8 Saturdays during my tenure and never received a single comp day for these Saturdays. Every pay check (see enclosed) I received shows 87.00 hours per pay period. I was bi-monthly (paid on 1st & 15th) so this should back up the promise of 40 hrs per week. Again, I would never have considered, much less accepted a job that required this much time per week or night shift work...under any circumstances.

(2ND) The next question I asked Hal had to do with vacation. I told Hal that I currently received 12 days vacation with SYSCO and that in little over a year I would receive 17 days. Hal stated that Merchants' policy was 5 days after 1 year. I stated that I would not give up 17 days to wait a year before I received any time off. Hal told me not to worry about time off. He stated that he had always (for managers) in the past and certainly would for me give me plenty of time off. He stated that after a couple of months, he would give me a couple of days to go with a weekend. After that I could have a day here and a day there. All I had to do was ask. Hal seemed so sincere and honest, I had no reason at the time not to believe him. He stated that he didn't expect any new member of his management team not to have time off for a year. During 10 1/2 months I was given 0000 days off. I was turned down on all 3 requests for time off. The last time I asked off (2days) with a weekend, I was told that now was not the time to be asking off. When I stated that I hadn't had a day in 10 months, I was told that maybe I could get 1 day in August. I actually had accrued 2 vacation days at the start

of 2005, (showed on my check stub), but was never allowed any time off. As previously stated, I would have never have considered a job that does not allow any time off for this length of time.

(3rd) My other concern and question was the stability of the workforce. This would weigh heavily in my decision making process. I asked Hal if Merchants had a steady, secure workforce. Hal's reply - Yes we do. We have a very good dayshift, an excellent nightshift, and a good core group of driver's. How about management was my follow up. Randy Harrington was in charge of dayshift - better at inventory control than running dayshift but all in all an excellent employee. Hal stated that the new Director of Ops would primarily be responsible for dayshift day to day and that while Randy would keep the title of ops mgr he would primarily be inventory control. Jason Kelley was the trans mgr. Started as a driver, then promo to spvr., then assumed mgr position. Philip Stitt was night mgr and Rodney Ware was spvr. Hal stated that night shift numbers were excellent and that Philip routinely maxed out on his bonus potentials. Hal further stated that Merchants had all the right pieces to the puzzle in place and that all that was needed was the glue (dir of ops) to hold them in place. I asked if Hal could tell me what had happened to the last director of operations. He said he would even though he shouldn't. He wanted me to understand that Merchants had to let him go, and that he had not resigned but was fired. Hal stated that he had been sending inappropriate e-mails to a female co-worker and had to be released. He stated that he had done a good job but had to be released for fear of Merchants being involved in a discrimination lawsuit. After accepting the job I found out that the workforce was anything but stable. Discipline was basically non existent. Turnover rate was atrocious*** See attached turnover analysis report. Both Philip and Rodney had been suspended themselves for sexual harassment. Rodney was subsequently fired for repeat offense. Philip was on the verge of being fired for absenteeism when he resigned. Night shift was a shambles. Had the stability of the work force been remotely conveyed to me with any accuracy, I would have never even considered, much less accepted this position. I would still be happily and gainfully employed with SYSCO Foods.

Hal asked if I had any other questions and I asked about the salary range. He said somewhere between 60 and 65k with a 30% bonus potential. I said that sounds good but I hope its 65 rather than 60. He said the ultimate decision would lie with the right candidate's qualifications and Andy and Mr. Suber. I said well that's all I've got. Hal asked if I would excuse him for just a second and that he would be right back. I said sure. When he returned he said that Andy and Mr. Suber were on their way and that they would really like to talk to me today if possible. I explained that I had taken a vacation day from SYSCO and that I could hang around until they got there. He said it would probably be about 45 min to an hour and suggested that I could go get a snack down the road. I asked if he could take me on a tour of the warehouse and meet the guys that were there that day. Hal stated that he would prefer not to do that just yet. He said that no one had been told that they were hiring a new director and it would be better to wait until after the announcement. I said I understood. After I was hired I then

realized the real reason he didn't want me to see the facility. Although it was newer than the SYSCO facility (in Calera) that was built in 1998, it was a mess. I have never seen a nastier facility. This would have been a dead give away as to the mismanagement and lack of care and pride on the part of the employees.

When I returned from my break, Hal met me and escorted me back to the conference room. I met Andy Mercier and Don Suber at this time. After pleasantries were exchanged, Hal filled them in on my experience, present employment, and opened the floor for their questions. Mr. Suber asked about my experience with KFC (knowing that SYSCO had once held the contract to service all KFC accounts). I stated that I had the knowledge of participating in the whse inspections, the record keeping process that KFC requires of its vendors, etc...Most of my knowledge dealt with dayshift ops. He mentioned that Merchants was on a short list to become their next supplier and that they wanted to land and keep this large account. (Merchants had recently sought a similar account with the U S military. I knew this because SYSCO Alabama had also interviewed and been awarded this contract instead of Merchants). Mr. Suber seemed pleased that I indeed had KFC experience. His next statement was a comment rather than a question. He wanted my assurance that I was 100% anti-union. Andy asked about my experience with HACCP - (hazard analysis & critical control points - safe handling procedures for fresh seafood & meat products). He was happy to hear that I was currently HACCP certified. Next Andy asked me how I liked working for SYSCO. I told him that they were a great company and that I really enjoyed working there. He questioned me about the amount of pressure exerted on management by the "Corporate driven mandate" that all SYSCO houses operated under. He stated that I would really enjoy working for Merchants, because unlike SYSCO and their corporate mandate, Merchants was extremely family oriented. He said that Merchants realizes the value an employee places on their family and the need to spend time with them. An employee needs security in their employment and peace of mind while at work. Yes, we expect our employees to do their best, but we don't put undue demands or put pressure on our employees to get our desired results. For some reason Andy thought SYSCO's work environment was extremely high pressure and he went out of his way to convince me that Merchants was not that way. I again stated that was not the case, at least not in my experience with the ops. dept. where I worked. I stated that it might be that way in sales or marketing but not in operations. I told him that I had a great boss in Eddie O'Coonor. I've never felt pressured or driven by any mandate, but did tell him that we had been extremely successful in distinguishing ourselves as one of the best operating warehouses in all of SYSCO. But if Merchants is very family oriented, then that can only be a positive. Again, he assured me that was the case.

As mentioned in several examples above Merchants could have cared less about my family or the quality of the life we had together. All they were concerned with was somehow turning a mess of a company around at any cost to any and all employees. After accepting this position I had many conversations with Andy about the management team at the Clanton facility. He told me on numerous occasions that if Randy, Jason, or Philip were not the right man for the job, "fire them" and hire someone who is. Andy concluded by saying that Merchants had all the right people in

place & that they just needed a strong leader to keep everyone headed in the right direction. Amazingly similar to what Hal had said just a couple of hours earlier. At the time I thought this was just coincidental, but after accepting the job and seeing what I had stepped into, I believe that the whole interview had been orchestrated in advance. I believe Merchants was desperate to hire a director who they thought could straighten out all the problems that were prevalent at the Clanton facility. I believe they thought that hiring a SYSCO guy would somehow miraculously solve all their problems. Every time I was introduced during my first few weeks of employment. Hal or Andy (whoever was making the introduction) would always say he's from SYSCO and he's going to have us running just like them in no time. This was really stressed at the first monthly sales meeting I attended. Sales people peppered Hal with constant problems of mis-picks and items short on orders. Hal introduced me as the guy from the "Evil Empire" then laughed and said but they do do it right and now so will we. When I was introduced to Mr. Tatum (principal owner), Andy said this is the guy we hired away from SYSCO.

Interview Concluded with handshakes, thanks, and we will be in touch after interviewing one more candidate. Hal called a few days later with a job and salary offer. \$62.5k plus 30% bonus potential. I asked if I could have a few days to discuss and think it over. Hal agreed but asked me to do it quickly. I said I would let him know on Monday after the weekend. Laura and I discussed this for hours on end and ultimately decided based on all that I had been told that this was indeed a great offer for me. It would provide me with even more financial security and opportunities to better provide for my family. So I did the hardest thing I've done in my working career and said goodbye to SYSCO (See attached letter of resignation and exit interview) and accepted the job at Merchants.

Your Estimated Benefits

To qualify for benefits, you earn "credits" through your work — up to four each year. This year, for example, you earn one credit for each \$920 of wages or self-employment income. When you've earned \$3,680, you've earned your four credits for the year. Most people need 40 credits, earned over their working lifetime, to receive retirement benefits. For disability and survivors benefits, young people need fewer credits to be eligible.

We checked your records to see whether you have earned enough credits to qualify for benefits. If you haven't earned enough yet to qualify for any type of benefit, we can't give you a benefit estimate now. If you continue to work, we'll give you a benefit estimate when you do qualify.

What we assumed — If you have enough work credits, we estimated your benefit amounts using your average earnings over your working lifetime. For 2005 and later (up to retirement age), we assumed you'll continue to work and make about the same as you did in 2003 or 2004. We also included credits we assumed you earned last year and this year.

We can't provide your actual benefit amount until you apply for benefits. And that amount may differ from the estimates stated below because:

- (1) Your earnings may increase or decrease in the future.
- (2) Your estimated benefits are based on current law. **The law governing benefit amounts may change.***
- (3) Your benefit amount may be affected by military service, railroad employment or pensions earned through work on which you did not pay Social Security tax. Visit www.socialsecurity.gov/mystatement to see whether your Social Security benefit amount will be affected.

Generally, estimates for older workers are more accurate than those for younger workers because they're based on a longer earnings history with fewer uncertainties such as earnings fluctuations and future law changes.

These estimates are in today's dollars. After you start receiving benefits, they will be adjusted for cost-of-living increases.

▼ ***Retirement** You have earned enough credits to qualify for benefits. At your current earnings rate, if you stop working and start receiving benefits...

At age 62, your payment would be about \$ 1,202 a month

If you continue working until...

your full retirement age (66 and 8 months), your payment would be about .. \$ 1,738 a month

age 70, your payment would be about \$ 2,247 a month

▼ ***Disability** You have earned enough credits to qualify for benefits. If you become disabled right now...

Your payment would be about \$ 1,480 a month

▼ ***Family** If you get retirement or disability benefits, your spouse and children also may qualify for benefits.

▼ ***Survivors** You have earned enough credits for your family to receive the following benefits if you die this year.

Your child \$ 1,152 a month

Your spouse who is caring for your child \$ 1,152 a month

Your spouse who reaches full retirement age \$ 1,536 a month

Total family benefits cannot be more than \$ 2,687 a month

Your spouse or minor child may be eligible for a special one-time death benefit of \$255.

▼ **Medicare** You have earned enough credits to qualify for Medicare at age 65. Even if you do not retire at age 65, be sure to contact Social Security three months before your 65th birthday to enroll in Medicare.

***Your estimated benefits are based on current law. Congress has made changes to the law in the past and can do so at any time. The law governing benefit amounts may change because, by 2041, the payroll taxes collected will be enough to pay only about 74 percent of scheduled benefits.**

We based your benefit estimates on these facts:

Your date of birth November 28, 1958

Your estimated taxable earnings per year after 2004 \$67,874

Your Social Security number (only the last four digits are shown to help prevent identity theft) XXX-XX-1240

Help Us Keep Your Earnings Record Accurate

You, your employer and Social Security share responsibility for the accuracy of your earnings record. Since you began working, we recorded your reported earnings under your name and Social Security number. We have updated your record each time your employer (or you, if you're self-employed) reported your earnings.

Remember, it's your earnings, not the amount of taxes you paid or the number of credits you've earned, that determine your benefit amount. When we figure that amount, we base it on your average earnings over your lifetime. If our records are wrong, you may not receive all the benefits to which you are entitled.

▼ **Review this chart carefully** using your own records to make sure our information is correct and that we've recorded each year you worked. You're the only person who can look at the earnings chart and know whether it is complete and correct.

Some or all of your earnings from **last year** may not be shown on your *Statement*. It could be that we still were processing last year's earnings reports

when your *Statement* was prepared. Your complete earnings for last year will be shown on next year's *Statement*. **Note:** If you worked for more than one employer during any year, or if you had both earnings and self-employment income, we combined your earnings for the year.

▼ **There's a limit on the amount of earnings on which you pay Social Security taxes each year.** The limit increases yearly. Earnings above the limit will not appear on your earnings chart as Social Security earnings. (For Medicare taxes, the maximum earnings amount began rising in 1991. Since 1994, all of your earnings are taxed for Medicare.)

▼ **Call us right away at 1-800-772-1213** (7 a.m.-7 p.m. your local time) if any earnings for years **before last year** are shown incorrectly. If possible, have your W-2 or tax return for those years available. (If you live outside the U.S., follow the directions at the bottom of Page 4.)

Your Earnings Record at a Glance

Years You Worked	Your Taxed Social Security Earnings	Your Taxed Medicare Earnings	Years You Worked	Your Taxed Social Security Earnings	Your Taxed Medicare Earnings
1975	\$ 873	\$ 873	1990	\$ 14,180	\$ 14,180
1976	2,156	2,156	1991	18,194	18,194
1977	3,596	3,596	1992	20,800	20,800
1978	4,380	4,380	1993	21,560	21,560
1979	5,164	5,164	1994	25,510	25,510
1980	6,689	6,689	1995	29,950	29,950
1981	11,801	11,801	1996	31,710	31,710
1982	10,904	10,904	1997	33,610	33,610
1983	11,574	11,574	1998	35,170	35,170
1984	12,085	12,085	1999	45,373	45,373
1985	13,018	13,018	2000	53,773	53,773
1986	14,907	14,907	2001	50,726	50,726
1987	22,818	22,818	2002	54,872	54,872
1988	23,023	23,023	2003	57,141	57,141
1989	20,668	20,668	2004	67,874	67,874

Total Social Security and Medicare taxes paid over your working career through the last year reported on the chart above:

Estimated taxes paid for Social Security: Estimated taxes paid for Medicare:

You paid: \$43,923 You paid: \$10,298

Your employers paid: \$43,923 Your employers paid: \$10,298

Note: You currently pay 6.2 percent of your salary, up to \$90,000, in Social Security taxes and 1.45 percent in Medicare taxes on your entire salary. Your employer also pays 6.2 percent in Social Security taxes and 1.45 percent in Medicare taxes for you. If you are self-employed, you pay the combined employee and employer amount of 12.4 percent in Social Security taxes and 2.9 percent in Medicare taxes on your net earnings.

Some Facts About Social Security

About Social Security and Medicare ...

Social Security pays retirement, disability, family and survivors benefits. Medicare, a separate program run by the Centers for Medicare and Medicaid Services, helps pay for inpatient hospital care, nursing care, doctors' fees and other medical services and supplies to people age 65 and older, or to people who have been receiving Social Security disability benefits for two years or more. Your Social Security covered earnings qualify you for both programs. For more information about Medicare, visit www.medicare.gov or call 1-800-633-4227 (TTY 1-877-486-2048 if you are deaf or hard of hearing).

Here are some facts about Social Security benefits:

- ▼ **Retirement** — If you were born before 1938, your full retirement age is 65. Because of a 1983 change in the law, the full retirement age will increase gradually to 67 for people born in 1960 or later.

Some people retire before their full retirement age. You can retire as early as age 62 and take your benefits at a reduced rate. If you continue working after your full retirement age, you can receive higher benefits because of additional earnings and special credits for delayed retirement.

- ▼ **Disability** — If you become disabled before full retirement age, you can receive disability benefits after six months if you have:

- enough credits from earnings (depending on your age, you must have earned six to 20 of your credits in the three to 10 years before you became disabled); and
- a physical or mental impairment that's expected to prevent you from doing "substantial" work for a year or more or result in death.

- ▼ **Family** — If you're eligible for disability or retirement benefits, your current or divorced spouse, minor children or adult children disabled before age 22 also may receive benefits. Each may qualify for up to about 50 percent of your benefit amount. The total amount depends on how many family members qualify.

- ▼ **Survivors** — When you die, certain members of your family may be eligible for benefits:

- your spouse age 60 or older (50 or older if disabled, or any age if caring for your children younger than age 16); and
- your children if unmarried and younger than age 18, still in school and younger than 19 years old, or adult children disabled before age 22.

If you are divorced, your ex-spouse could be eligible for a widow's or widower's benefit on your record when you die.

If you need more information — Visit www.socialsecurity.gov/mystatement on the Internet, contact any Social Security office, call 1-800-772-1213 or write to Social Security Administration, Office of Earnings Operations, P.O. Box 33026, Baltimore, MD 21290-3026. If you're deaf or hard of hearing, call TTY 1-800-325-0778. If you have questions about your personal information, you must provide your complete Social Security number. If your address is incorrect on this *Statement*, ask the Internal Revenue Service to send you a Form 8822. We don't keep your address if you're not receiving Social Security benefits.

Para solicitar una Declaración en español, llame al 1-800-772-1213

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ADP
WORKS DEPT. CLOSER VOICE NO. 1000
931 100133 09/210 00000370281

DERRICK BLYTHE

PAGE 12



SYSSCO FOOD SERVICES
OF CENTRAL ALABAMA
1000 SYSCO DRIVE
CALERA, AL 35040

Taxable Marital Status: Married
Exemptions/Allowances:
Federal: 1
AL:

Social Security Number: [REDACTED]

Earnings	rate	hours	this period
Vacation			16.00 397.17
Regular			
Bonus			(X)

Gross Pay	397.17
-----------	--------

Other Benefits and Information	this period	total to date
Group Term Life		44.89
Float Balance		8.00
Vacation Bal		0.00

Deductions **Statutory**

Federal Income Tax	-15.19	4,587.86
Social Security Tax	-24.62	2,844.06
Medicare Tax	-5.76	665.14
AL State Income Tax	-14.82	1,912.47
Other		
Direct Deposit	-305.01	
401K % Matched	-23.83*	2,287.83
401K(Unmatched)	-7.94*	205.96
A.D & D Ins		65.90
Net Pay	\$0.00	

* Excluded from federal taxable wages
Your federal taxable wages this period are \$365.40

LAST - SYSCO
CHECK - 2 DAYS
FOR VACATION

(X) - Bonus NOT
INCLUDED IN STATUTORY

EXPLANATION - ONLY USED BASE STATUTORY

VERIFIED DOCUMENT AUTHENTICATED. COLORED AREA MUST CHANGE IN TONE GRADUALLY AND EVENLY FROM DARK AT TOP TO LIGHTER AT BOTTOM. ©2000 ADP, INC.



SYSSCO FOOD SERVICES
OF CENTRAL ALABAMA
1000 SYSCO DRIVE
CALERA, AL 35040

Deposited to the account of
CHARLES S ADAMS

Advice number: 00000370281
Pay date: 09/10/2004

account number	transit ABA	amount
91633	2622 8551	\$305.01

THIS IS NOT A CHECK

NON-NEGOTIABLE

DEFENDANT'S
EXHIBIT

5

1 Wages, tips, other comp. 55116.54	2 Federal income tax withheld 7589.46		
3 Social security wages 55812.32	4 Social security tax withheld 3460.36		
5 Medicare wages and tips 55812.32	6 Medicare tax withheld 809.28		
a Control number 026546 15/MBP	Dept. 431001	Comp.	Employer use only A 6
c Employer's name, address, and ZIP code RUSSELL LANDS INC & SUBSIDIARY 2544 WILLOW POINT ROAD ALEXANDER CITY AL 35010-6218			
b Employee's FED ID number 63-0455398		d Employee's SSA number 423-88-1240	
7 Social security tips		8 Allocated tips	
9 Advance EIC payment		10 Dependent care benefits	
11 Nonqualified plans		12a See instructions for box 12 D 695.78	
14 Other		12b	
		12c	
		12d	
13 State comp/flat, plus 3rd party sick pay <input checked="" type="checkbox"/>			
e/ Employee's name, address and ZIP code STEVE ADAMS 931 OVERHILL DR ALEXANDER CITY, AL 35010			
15 State AL	Employer's state ID no. 058397	16 State wages, tips, etc. 55116.54	
17 State income tax 1940.90		18 Local wages, tips, etc.	
19 Local income tax		20 Locality name	
Federal Filing Copy W-2 Wage and Tax Statement 2006 Copy B to be filed with employee's Federal Income Tax Return			

04/03/2007 16:21 2562342044

DERRICK BLYTHE

PAGE 09

1 Wages, tips, other comp. 43378.15	2 Federal income tax withheld 4587.86		
3 Social security wages 45871.94	4 Social security tax withheld 2844.06		
5 Medicare wages and tips 45871.94	6 Medicare tax withheld 665.14		
a Control Number 000135 70/3B1	b Dept. 707210	c Corp. T	d Employer use only 525
e Employer's name, address, and ZIP code SYSCO FOOD SERVICES OF CENTRAL ALABAMA 1000 SYSCO DRIVE CALERA AL 35040 <i>2004</i>			
f Employer's FED ID number 76-0527338	g Employee's SSN number 423-88-1240		
7 Social security tips	8 Allocated tips		
9 Advance EIC payment	10 Dependent care benefits		
11 Nonqualified plans	12a See instructions for box 12 C 44.89		
14 Other	12b D 2493.79	12c	12d
15 State	Employer's state ID no. AL 359516	16 State wages, tips, etc. 43378.15	17 State income tax 1912.47
17 State income tax	18 Local wages, tips, etc.	19 Local income tax	20 Locality name
e Employee's name, address and ZIP code CHARLES S ADAMS 931 OVERHILL DRIVE ALEXANDER CITY, AL 35010			
15 State	Employer's state ID no. AL 359516	16 State wages, tips, etc. 43378.15	17 State income tax 1912.47
19 Local income tax	20 Locality name		
Federal Filing Copy W-2 Wage and Tax Statement 2004 Copy B to be filed with employee's Federal Income Tax Return OMB No. 1545-0008			

Copy C For EMPLOYEE'S RECORDS (See Notice to Employee on back of Copy B.)		2004 OMB No. 1545-0008
a Control number 15908	1 Wages, tips, other comp. 22002.16	2 Federal income tax withheld 2625.91
b Employer ID number 64-0202800	3 Social security wages 22002.16	4 Social security tax withheld 1364.13
	5 Medicare wages and tips 22002.16	6 Medicare tax withheld 319.03
e Employer's name, address, and ZIP code MERCHANTS FOODSERVICE 1100 EDWARDS STREET P O BOX 1351 HATTIESBURG, MS 39403-1351 <i>2004</i>		
d Employee's social security number 423-88-1240		
e Employee's name, address, and ZIP code CHARLES S ADAMS 931 OVERHILL DRIVE ALEXANDER CITY, AL 35010		
7 Social security tips	8 Allocated tips	9 Advance EIC payment
10 Dependent care benefits	11 Nonqualified plans	12a Code See inst. for box 12
13 Statutory employee	14 Other	12b Code
Retirement plan X		12c Code
Third-party sick pay		12d Code
AL 197494	22002.16	888.19
15 State Emp'l's state I.D. #	16 State wages, tips, etc.	17 State income tax
18 Local wages, tips, etc.	19 Local income tax	20 Locality name

Form W-2 Wage and Tax Statement
Dept. of the Treasury - IRS
This information is being furnished to the IRS. If you are required to file a tax return, a negligence penalty/other sanction may be imposed on you if this income is taxable and you fail to report it.

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DERRICK BLYTHE

PAGE 10

1 Wages, tips, other comp. 8960.39	2 Federal income tax withheld 690.38	
3 Social security wages 8960.39	4 Social security tax withheld 555.54	
5 Medicare wages and tips 8960.39	6 Medicare tax withheld 129.93	
a Control number 026546 15/M8P	b Corp. Employer was only 431001 A 5	
c Employer's name, address, and ZIP code RUSSELL LANDS INC & SUBSIDIARY 2544 WILLOW POINT ROAD ALEXANDER CITY AL 35010-6218		
d Employer's FED ID number 63-0455398	e Employee's SSA number 423-88-1240	
f Social security tips	g Allocated tips	
h Advance EIC payment	i Dependent care benefits	
j Nonqualified plans	k See instructions for box 12	
l Other	m	
n Employee's name, address and ZIP code STEVE ADAMS 931 OVERHILL DR ALEXANDER CITY, AL 35010		
15 State AL	Employer's state ID no. 058387	16 State wages, tips, etc. 8960.39
17 State income tax 278.30	18 Local wages, tips, etc.	19 Local income tax
20 Locality name		
W-2 Wage and Tax Statement 2005 Copy B to be filed with employer's Federal Income Tax Return. OMB No. 1545-0008		
Federal Filing Copy		

Copy B To Be Filed With Employee's Federal Tax Return		2005 OMB No. 1545-0008
a Control number 15908	1 Wages, tips, other comp. 34833.00	2 Federal income tax withheld 4099.05
b Employer ID number (EIN) 64-0202800	3 Social security wages 34833.00	4 Social security tax withheld 2159.65
c Employer's name, address, and ZIP code MERCHANTS FOODSERVICE 1100 EDWARDS STREET P.O. BOX 1351 HATTIESBURG, MS. 39403-1351	5 Medicare wages and tips 34833.00	6 Medicare tax withheld 505.08
d Employee's social security number 423-88-1240	e Employee's name, address, and ZIP code CHARLES S. ADAMS 931 OVERHILL DRIVE ALEXANDER CITY, AL 35010	2005
f Social security tips	g Allocated tips	h Advance EIC payment
i Dependent care benefits	j Nonqualified plans	k See Inst. for box 12
l Other	m	n
o Statutory employee X	p Retirement plan X	q
Third-party sick pay		r
AL 197494	34833.00	1411.24
15 State Emp't's state I.D. #	16 State wages, tips, etc.	17 State income tax
18 Local wages, tips, etc.	19 Local income tax	20 Locality name

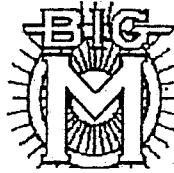
Form W-2 Wage and Tax Statement
This information is being furnished to the Internal Revenue Service
Dept. of the Treasury - IRS

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DERRICK BLYTHE

PAGE 11

1 Wages, tips, other comp. 54618.94	2 Federal income tax withheld 5893.74
3 Social security wages 57141.60	4 Social security tax withheld 3542.78
5 Medicare wages and tips 57141.60	6 Medicare tax withheld 828.55
e Control Number Dept. Comp. Employer use only 000135 70/SB1 707210 A 606	
e Employer's name, address, and ZIP code SYSCO FOOD SERVICES OF CENTRAL ALABAMA 1000 SYSCO DRIVE CALERA AL 35040 2003	
b Employer's FED ID number 76-0527338	4 Employer's ESSA number 423-88-1240
7 Social security tips	8 Allocated tips
9 Advance EIC payment	10 Dependent care benefits
11 Nonqualified plans 12a See instructions for box 12 C 59.40	
14 Other 12b D 2522.66 12c 12d 13d (if emp.) Ret. plan 3rd party sick pay X	
e Employee's name, address and ZIP code CHARLES S ADAMS 931 OVERHILL DRIVE ALEXANDER CITY, AL 35010	
15 State Employer's state ID no. AL 359516	16 State wages, tips, etc. 54618.94
17 State income tax 2372.12	18 Local wages, tips, etc.
19 Local income tax	20 Locality name
Federal Filing Copy W-2 Wage and Tax Statement 2003 OMB NO. 1545-0009 Copy B to be filed with employer's Federal Income Tax Return.	

DEFENDANT'S
EXHIBIT

6

**THE MERCHANTS COMPANY
APPLICATION FOR EMPLOYMENT**

(The Merchants Company is an Equal Opportunity Employer)

1. This application must be completed by the applicant.
2. All Questions must be fully answered.

(STEVE)

Your Name In Full: ADAMS CHARLES STEVEN
 (Last) (First) (Middle)

Telephone #: 205 668 7015 256 329 0179 Social Security # 423-88-1240
 (Day) (Night)

Address: 931 OVERTON DR. ALEXANDER CITY, AL. 35010
 (Street Address) (City) (State) (Zip Code)

Please Note: The fact that you have been asked to complete this detailed application indicates our interest in your qualifications. You can aid us in making a fair appraisal of those qualifications by answering each question as accurately as possible. We assure you that this application will be considered a confidential record.

Are you at least 18 years old? Yes No

Are you eligible to be employed in the United States? Yes No

How do you plan to get to work? PERSONAL VEHICLE

Have you ever been convicted of a crime other than a minor traffic violation? Yes No

If so, please give the details, including dates, location and circumstances:

How many days have you missed from scheduled work during the past two years? 1

If you are employed by The Merchants Company, will you work a second job at any time? Yes No

If so, detail:

Do you have any relatives, friends, or acquaintances employed with The Merchants Company, if so, please list their names and department working in below: NO

In case of an emergency, who will always know how to get in touch with you (give name, address, and telephone number):

Laura Adams (wife)

931 OVERTON DR.

ALEXANDER CITY, AL. 35010 256-329-0179

Position applied for: OPERATIONS MANAGER

Do you want to work full time? YES Or part time?

Hired, on what date will you be available to start work? 2 WEEKS NOTICE Rate of Pay Expected? OPEN

What made you decide to work with The Merchants Company? OPPORTUNITY FOR GROWTH
WITH A WELL ESTABLISHED INDUSTRY LEADER

Have you ever worked for The Merchants Company before? () Yes (✓) No. If so, when and why did you leave?

Do you have any special circumstances which might prevent you from working all scheduled work and overtime including weekends? () Yes (✓) No. If so, please detail:

Do you have any special skills or experience which would make you more qualified to work for The Merchants Company than other applicants? (X) Yes () No. If so, please detail: ALMOST 14 YEARS MGMT EXPERIENCE

IN FOOD SERVICE OPERATIONS

INSTITUTION	NAME & LOCATION OF SCHOOL	NUMBER OF YEARS ATTENDED	COURSES	DEGREES ACQUIRED
Grade School	ALEX CITY MIDDLE ALEX CITY, AL	3		XXXXXXX
High School	BENJAMIN RUSSELL ALEX CITY, AL	3		XXXXXXX
College	CENTRAL ALABAMA FALLKNER UNIVERSITY MONTGOMERY, AL	2		ASSOC.
Other Training		2		BACHELOR
				XXXXXXX

Do you work outside of school hours? () Yes () No. Describe: _____

Do you attend school now? () Yes (✓) No. If not, do you intend to? () Yes () No
so, when? _____

Employment: Please list all previous employment and begin by listing your last or present employment first.

(IF MORE SPACE IS NEEDED, PLEASE USE BACK OF APPLICATION FORM)

EMPLOYMENT DATE FROM TO	Company Name & Location & Immediate Supervisor's Name	Give Your Title & Specific Duties of Position	Rate of Pay	Reason for Leaving
12-98 PRESENT	SYSKO FOOD - CATERING KENNY BOWMAN	WARE SUPVR		CURRENTLY EMPLOYED
2-91 12-98	ALABAMA FOOD GROUP ALEX CITY, AL 14414 NEIGHBORS III	OPERATIONS MGR		EMPLOYMENT WITH SYSKO

Unemployment: Account for all unemployed time of two months or more after leaving school and between positions held.

UNEMPLOYMENT DATES FROM TO:	STATE WHAT YOU WERE DOING	PERSONAL REFERENCE WHO CAN VERIFY THIS INFORMATION: NAME AND ADDRESS

Have you ever served in the Armed Forces of the U.S.? () Yes No If so:

Branch of service: _____ From: _____ to: _____

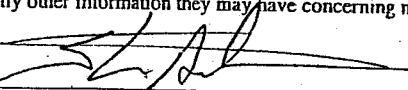
Rank or rating: _____

Reason for leaving the Armed Forces: _____

References (Other than relatives or former employers):

Name	Address	Occupation	Years Known
1. HELEN MARTIN	1913 PINEYWOOD DR. ALEX CITY, AL	RETIRED.	45
2. BOBBY SCOTT	ELKHORN JCT RD ALEX CITY, AL.	OWNER - SCOTT ACCOUNTANT	25
3. HOWARD BISHOP	HWY 22 W ALEX CITY, AL	INDUSTRIAL ENGINEER	31

I represent that each answer to a question in this application and all other information otherwise furnished is true and correct. I further represent that such answers and information constitute a full and complete disclosure of my knowledge with respect to the question or subject to which the answer or information relates. I understand that any incorrect, incomplete, or false statement or information furnished by me will subject me to discharge at any time, in the event that I am employed by The Merchants Company. I agree to abide by all its orders, rules, and regulations, and agree not to disclose any confidential information regarding operating and trade secrets. I authorize my former employers to give any information regarding my employment with them, and in addition, to furnish any other information they may have concerning me.


Applicant's Signature

8-11-04
Date

THANK YOU for completing this application form and for your interest in employment with The Merchants Company. We would like to assure you that your opportunity for employment with The Merchants Company would be based only on your merit without regard to race, creed, color, religion, sex, age, national origin, or handicap/disabled status. In particular, we wish to note that, although we have asked you for information on your age, we conform to all laws prohibiting discrimination. To be kept active, this application must be renewed every six months from the date completed.



MERCHANTS FOODSERVICE

Serving Your Favorite Restaurants!

FROSTY
ACRES

Post Office Box 2096
Clanton, AL 35046
(800) 844-0633 Fax: (205) 280-1748

August 20, 2004

**DEFENDANT'S
EXHIBIT**

7

Steve Adams
Alexander City, AL

Dear Steve:

I enjoyed having you visit our Clanton Distribution Center and am pleased that you took the time to do so. Without exception, each of the individuals with whom you spoke during your visit feel that you will do very well at Merchants Foodservice. I hope you found your visit interesting and worthwhile, and you were able to gather the information you desired about Merchants Foodservice, our potential and how it matches your individual goals.

I am pleased to extend you an offer to join our company as Operations Manager of the Clanton Distribution Center. Your annualized salary will be \$62,500. In addition to your base salary, you will be eligible for up to a 30% bonus based on improving sales and improving current operational and productivity standards. Our incentive program recognizes the personal sacrifice and commitment involved in providing leadership and the necessary supervision to improve on current standards. Bonuses are paid three times a year within 30 days after physical inventory.

The Company offers a benefits program which in addition to the usual holidays, includes vacation days, group health and dental insurance, life insurance, short term and long term disability plan, pension plan and a matching 401(K) plan.

When you combine our starting salary, bonus program and benefits package, I think you'll agree we offer a very attractive financial package.

We are very interested in having you join us for what we hope will be a long and successful career. Your future professional development should parallel with the development and expansion of Merchants Foodservice.



Mr. Steve Adams
August 20, 2004
Page Two

MERCHANTS FOODSERVICE

Serving Your Favorite Restaurants!

Post Office Box 2096
Clanton, AL 35046
(800) 844-0633 Fax: (205) 280-1748

As you consider this offer, keep in mind that Merchants Foodservice is a family owned company offering you a personal relationship with your employer while offering the growth of a much larger corporation.

Steve, I sincerely hope you will decide to join us and look forward to hearing from you in the near future regarding your decision. If you have any further questions or desire additional information about Merchants Foodservice or the benefits we offer, please call me at (205) 280-1710.

Very truly yours,

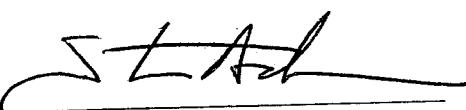
MERCHANTS FOODSERVICE

Hal Henson
General Manager
Clanton Distribution Center

HH/mra

TO INDICATE ACCEPTANCE of our offer, please sign and date the attached copy of this letter and return in the enclosed envelope.

I accept your offer as outlined above.


STEVE ADAMS
8-23-04
DATE

DEFENDANT'S
EXHIBIT

8


 SYSCO Food Services of Central Alabama

EXIT INTERVIEW

It is our company policy to conduct an exit interview with each employee upon separation. We would appreciate your honest opinions about your employment with our company. Your objective feedback can help us to improve workplace conditions and make this company a better place to work for. Please complete the first page of this questionnaire and return it to the administrator. Thank you for your valuable opinions.

Employee Name: STEVE ADAMS Separation Date: 7-24-04
Position held: DIAMONET NURSE SUPERVISOR Date of Birth: 10/10/75

Check which best describes your feelings about the following aspects of your employment experience at our company.

	Very Satisfied	Satisfied	Disatisfied	Very Disatisfied
Nature of the job	✓	—	—	—
Performance of skills and experience	✗	✗	—	—
Performance appraisals	—	—	—	—
Training, orientation and development programs	✗	✗	—	—
Opportunities for advancement	—	—	—	—
Salary treatment	—	—	—	—
Benefits	✗	—	—	—
Company policies	✗	✗	—	—
Workload	✗	—	—	—
Benefits program	✗	—	—	—
Overall, as a place to work	✗	—	—	—

If you have marked dissatisfied or very dissatisfied please explain why:

The main reason I am leaving this company now, I HAVE DECIDED PLANTING A PLANS
TO BETTER MYSELF PROFESSIONALLY FOR MY FAMILY

If you are leaving to accept other employment, please list the new employer's name, the title of your new position, your starting pay and any benefits that you will be receiving that you did not receive at your company. INTEGRITY
PROFESSIONAL - COMPETITIVE - REPUTATION OF INTEGRITY
INTEGRITY - THE BEST REASONS - REQUESTS ARE GRANTED

If you are leaving to accept other employment, describe how your new position will be different from the job you held at our company. SUPER - PLACEMENT FOR GROWTH, INTEGRITY, PROFESSIONAL
INTEGRITY - INTEGRITY, INTEGRITY, INTEGRITY

Please describe your relationship with your supervisor and how it would have improved, if at all. NO IMPROVEMENT
LEAVES - BETTER WORKERS - BETTER PLACED WORKERS

Has our company offered your supervisor sufficient recognition for your work achievement? If not, please describe how you would have preferred to have been recognized.

Would you recommend this company as a place to work? Yes No If no, why?

Employee Signature: Steve Adams

Date: 9-13-04

LETTERS SYSCO, WITH THE NASTIEST DECISION I'VE EVER HAD TO MAKE
LOSTLY CARE FOR ALL MY CO-WORKERS (SYSCO FAMILY). SYSCO
IS "A GREAT PLACE TO WORK. TAKES GREAT CARE OF

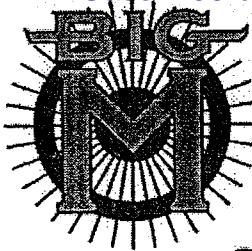
AUGUST 23, 2004

EDDIE, DOUG, KENNY

I WOULD LIKE TO THANK EACH OF YOU FOR THE OPPORTUNITY YOU GAVE ME ALMOST 6 YEARS AGO WHEN YOU HAD ME TO WORK FOR SYSCO FOOD SERVICES OF CENTRAL ALABAMA. I HAVE REALLY ENJOYED WORKING WITH YOU AND FOR YOU OVER THAT PERIOD OF TIME. IT'S ALWAYS HURTS TO LEAVE SOMETHING YOU REALLY CARE ABOUT, AND I DO REALLY CARE ABOUT MY SYSCO FAMILY. EACH OF YOU HAS BEEN ROCK SOLID, GOOD AS GOLD, TO ME AND I APPRECIATE THAT. HOWEVER, I'VE BEEN OFFERED AN OPPORTUNITY WITH ANOTHER COMPANY, AND AFTER MUCH CONSIDERATION AND PENTER HAD DECIDED IT'S TIME FOR ME TO MOVE ON. PLEASE ACCEPT THIS LETTER AS MY NOTICE OF RESIGNATION EFFECTIVE 9-7-04. MAY GOD CONTINUE TO BLESS EACH AND ONE OF YOU HERE AT SYSCO.

SINCERELY,

Steve Adams



MERCHANTS FOODSERVICE

FROSTY ACRES

Serving Your Favorite Restaurants!

To: New Employees
 From: Human Resources
 Subject: Benefits

DEFENDANT'S EXHIBIT

9

PERSONNEL FILES: These files are kept in the Hattiesburg Office. If there is a change in your marital status, number of dependents, address, telephone number, insurance beneficiary or legal name, please notify the Human Resource Department in writing.

VACATION: Vacation benefits are as follows: 5 days after January 1st of the first full year, 10 days after 3 years, and 15 days after 15 years. Vacation time does accrue the first month you are employed and you will be eligible to take vacation time on or after January 1st following date of employment.

HOLIDAYS: Merchants Foodservice observes the following holidays:

New Years Day (January 1)
 Memorial Day (Last Monday in May)
 Independence Day (July 4)
 Thanksgiving (Fourth Thursday in November)
 Christmas (2 days – to be scheduled by supervisor)

BEREAVEMENT: Merchants Foodservice does grant 2 days bereavement leave in case of death in the immediate family. See handbook for definition of "immediate family."

LIFE INSURANCE (HM Life Insurance Co.): You automatically have a life insurance policy with Merchants Foodservice after you have been employed 30 days. Merchants Foodservice pays the premium for you. Your life insurance is based on your annual salary. This amount is limited to \$50,000.00. Your life insurance includes accidental death on yourself only. The amount of your accidental death insurance is equal to the amount of your life insurance.

There is no accidental death on dependents. Spouse insurance is \$2,000.00 and children are \$1,000.00.

VOLUNTARY LIFE INSURANCE (Aetna): If you elect coverage, your effective date will be the first day of the month following 3 months of employment. You may elect up to \$100,000 of coverage without answering health questions or having a physical. You may also cover your spouse for \$35,000 and your children for \$5,000 or \$10,000 of coverage. You may choose to go over those amounts on yourself or your spouse but would be subject to answering health questions and possibly a physical. The cost of this coverage is based on your age.

HEALTH INSURANCE (Blue Cross Blue Shield of MS): If you elect coverage, your effective date will be the first day of the month following 3 months of employment. Your premium will begin to be deducted the first pay check of that month. Family coverage is \$323.20 per month and single coverage is \$145.88 per month. You will receive a summary plan description, welcome packet, and health insurance card (which includes prescription card) when your coverage takes effect. This is deducted from pre-tax dollars under the cafeteria plan.

DENTAL INSURANCE (Genworth Financial): If you elect coverage, your effective date will be the first day of the month following 3 months of employment. Family coverage is 52.04 per month, employee and spouse is 35.92 per month, employee and child(ren) is 32.00 per month and employee only is 14.60 per month. You will receive a dental card and plan description after you become eligible. This is deducted from pre-tax dollars under the cafeteria plan.

SHORT TERM DISABILITY (UNUM Provident): If you elect coverage, your effective date will be the first day of the month following 3 months of employment. Our STD policy is also through UNUM Insurance. The premium for this benefit is based on your annual salary. In the case of an illness, surgery, etc, this benefit will start paying 60% of your salary on the 8th day of doctor approved leave and will pay for up to 90 days.

LONG TERM DISABILITY (UNUM Provident): If you elect coverage, your effective date will be the first day of the month following 3 months of employment. Our LTD policy is through UNUM Insurance. The premium for this benefit is based on your annual salary. In the case of disability, this benefit will start paying after you have been out of work for 90 days and will pay 60% of your salary.

Flexible Spending Account (Ceridian): If you elect this benefit it will go into effect the first day of the month following 3 months of employment. We have a medical reimbursement plan with maximum election of \$2000 annually. This is deducted from pre-tax dollars under the cafeteria plan. This is basically a savings account for you to use on un-reimbursed medical or dental expenses, such as co-pays, deductibles and non-covered expenses.

401K PLAN (Principal Financial Group): Enrollment dates for 401K are January 1 and July 1. You become eligible after you have been employed for one year prior to these dates. Merchants Foodservice will match 50% of your contribution up to 6% of your salary. You must be employed for 5 years to be 100% vested.

SCHOLARSHIPS: Tatum Development Corporation and its subsidiaries offer forty (40) \$1,000 scholarships to be awarded to students meeting certain eligibility requirements. Your children or relatives may be eligible to receive a scholarship to the school of their choice. If you have an interest, please ask for an application.



STEVE ADAMS

DIRECTOR OF OPERATIONS - INCENTIVE PROGRAM

OCTOBER 1, 2004 THROUGH SEPTEMBER 30, 2005

- For attaining period budget, you will earn as follows: 1% annual salary for attaining goal on throughput per warehouse hour.

	1 st Period	2 nd Period	3 rd Period
1%	38	38	38
1%	40	40	40

- 1% annual salary for averaging 2-5 errors per 1000 or less shipping accuracy.

Additional 1% for averaging 2 errors per 1000 or less shipping accuracy.

- 2% for having less warehouse overtime dollars than prior year.
- 1% annual salary for not exceeding budget for inventory shrinkage/damage (0.5% of sales)
- 2% annual salary for attainment of company wide net profit budget.
- 1% annual salary for attaining AIB Inspection Score 900.
- Paid 3 times a year on previous 4-month performance.

PAYMENT: Payment will be made based on the amount earned as outlined above multiplied by the % of branch sales achieved compared to budget.

NOTE: You must be employed throughout the entire period to receive payment of any incentive compensation.

**DEFENDANT'S
EXHIBIT**

10

Steve Adams Clanton Operations Manager	Period 3 - 2004			Bonus Percentage	Bonus
	Budget	Actual			
Throughput per hour Second Level	35.0 38.0	34.4 34.4		2.00% 1.00%	
Shipping Accuracy Per 1,000 Second Level	3.00 2.00	2.10 2.10		1.00% 1.00%	Y \$625.00
DSR Sales @97%	\$11,836,991	\$11,698,471		1.00%	
Inventory Losses	0.50%	0.63%		1.00%	
AIB Score Second Level	860 900	910 910		1.00% 1.00%	Y \$625.00 Y \$625.00
Company Wide Profit				2.00%	Y \$1,250.00
Total Bonus					\$3,125.00
Branch Sales	\$20,766,859	\$19,531,496		94.1%	\$2,939.11
			Pro-rated for one month @ 25%		\$734.78

Bonusws 10/26/04

Steve Adams Clanton Operations Manager	Period 1 - 2005			Bonus Percent	Bonus Dollars
	Budget	Actual			
Whse Throughput per hour Second Level	38.00 40.00	36.47 36.47		1.00% 1.00%	
Shipping Accuracy Per 1,000 Second Level	2.50 2.00	2.10 2.10		1.00% 1.00%	Y \$625.00
Reduced Whse O/Time \$	\$54,434	\$33,369		2.00%	Y \$1,250.00
Inventory Shrink / Damage	0.50%	0.68%		1.00%	
AIB Score	900	900		1.00%	Y \$625.00
Company Wide Profit				2.00%	
Total Bonus					<u>\$2,500.00</u>
Branch Sales	\$21,603,708	\$22,522,670		104.25%	<u>\$2,606.35</u>

Steve Adams Clanton Operations Manager	Period 2 - 2005		Bonus Percentage	Bonus
	Budget	Actual		
Throughput per hour Second Level	38.0 40.0	37.1 37.1	1.00% 1.00%	
Shipping Accuracy Per 1,000 Second Level	2.50 2.00	2.72 2.72	1.00% 1.00%	
Less Whse OT Dollars vs PY	\$22,415	\$56,476	2.00%	
Inventory Losses	0.50%	0.51%	1.00%	
AIB Score	900	0	1.00%	
Company Wide Profit			2.00%	
Total Bonus				\$0.00
Branch Sales	\$24,082,571	\$26,469,557	109.9%	\$0.00

Incentive 7/5/05

DATE 3/29/2007 2:29 PM PROR57RPT		MERCHANTS FOODSERVICE EMPLOYEE CHECK HISTORY		COMPANY : 01		PAGE 1 OS, Inc!	
CHECK NUMBER	CHECK DATE	PAY PERIOD DATE	GROSS EARNINGS	FEDERAL TAXES	FICA/MEDC TAXES	STATE/ SUT W/H	OTHER TAXES
EMPLOYEE 15908 CHARLES S ADAMS							
108194 9/15/04	9/15/04	3/038.19	409.96	232.42	122.45	.00	.00
	9/30/04	2,604.17	310.83	199.22	105.71	.00	1,988.41
10/15/04	10/15/04	2,604.17	310.83	199.21	105.71	.00	1,988.42
108270 10/27/04	10/27/04	734.78	40.14	56.21	25.77	.00	612.66
10/29/04	10/31/04	2,604.17	310.83	199.23	105.71	.00	2,506.91
11/15/04	11/15/04	2,604.17	310.83	199.22	105.71	.00	1,988.41
11/30/04	11/30/04	2,604.17	310.83	199.22	105.71	.00	1,988.41
12/15/04	12/15/04	2,604.17	310.83	199.22	105.71	.00	2,3.12
12/30/04	12/31/04	2,604.17	310.83	199.21	105.71	.00	1,965.29
1/14/05	1/15/05	2,604.17	310.20	199.22	105.74	.00	117.11-
1/31/05	1/31/05	2,604.17	310.20	199.22	105.74	.00	2,105.53
2/15/05	2/15/05	2,604.17	310.20	199.22	105.74	.00	28.12
2/25/05	2/25/05	2,606.35	310.53	199.39	105.83	.00	1,960.89
2/28/05	2/28/05	2,604.17	310.20	199.21	105.74	.00	87.00
3/15/05	3/15/05	2,604.17	283.08	185.38	98.05	.00	2,604.170
3/31/05	3/31/05	2,604.17	283.08	185.39	98.05	.00	2,604.170
4/15/05	4/15/05	2,604.17	283.08	185.39	98.05	.00	2,604.170
4/29/05	4/30/05	2,604.17	283.08	185.38	98.05	.00	2,604.170
5/13/05	5/15/05	2,604.17	283.08	185.39	98.05	.00	2,604.170
5/31/05	5/31/05	2,604.17	283.08	185.38	98.05	.00	2,604.170
6/15/05	6/15/05	2,604.17	283.08	185.38	98.05	.00	2,604.170
6/30/05	6/30/05	2,604.17	283.08	185.39	98.05	.00	2,604.170
7/15/05	7/15/05	2,604.17	283.08	185.39	98.05	.00	2,604.170
EMPLOYEE TOTALS:		58,462.72	6,724.96	4,347.89	2,299.43	.00	760.17
							44,330.27
							1,827.00

DEFENDANT'S
EXHIBIT

END OF COMPANY 1

THE MERCHANTS COMPANY
P O BOX 1351
HATTIESBURG, MS 39401

DEFENDANT'S
EXHIBIT

12

NON-NEGOTIABLE NON-NEGOTIABLE NON-NEGOTIABLE NON-NEGOTIABLE
Direct Deposit Information

CHARLES S ADAMS
931 OVERHILL DRIVE
ALEXANDER CITY, AL 35010

Account Amount
00009163317 \$1,828.69

NON-NEGOTIABLE

Period Date: 6/30/2005
Check Date: 6/30/2005

50# Div/Loc Dept Shift
01 19 12619 1

Emp #: 15908

MERCHANTS FOODSERVICE
1100 EDWARDS STREET
P O BOX 1351
HATTIESBURG, MS 39403-1351

CHARLES S ADAMS
931 OVERHILL DRIVE
ALEXANDER CITY, AL 35010

Exemptions/Allowances

Federal: M/00 State: AL: S/00

	Current	YTD
<u>Earnings</u>		
SALARY	87.00 2604.17	
<u>Benefits</u>		
HLTH-FAMILY	154.82	1238.56
LIFE INS	5.97	71.64

Ben Ttl 160.79 1310.20

GROSS HOURS/PAY 87.00 2604.17

	Current	YTD	Var/Cash/Perk/Other	
<u>Taxable Earnings</u>			VACATION	16.00

	Current	YTD
Gross	2604.17	33856.39
Fed	2423.33	32409.67
FICA	2423.33	32409.67
State	2423.33	32409.67

	Current	YTD
<u>Deductions</u>		

Federal	283.08	3815.97
FICA	185.39	2479.34
State	98.05	1313.19
HLTH	154.82	1238.56
Dental	26.02	208.16
STD	10.10	121.20
LTD	13.02	156.24
United Way	5.00	60.00
MEALS		51.42
HOTEL/TRAVEL		569.03

	Current	YTD
<u>Deductions Cont</u>		

	Ded Ttl		\$8,772.21
Net Pay:	\$1,828.69	Dir Dep	\$1,828.69
		Chk Amt	\$0.00

→



MERCHANTS FROSTY ACRES
FOODSERVICE

Serving Your Favorite Restaurants!

Post Office Box 1351
Hattiesburg, MS 39403-1351
(800) 844-FOOD Fax: (601) 582-5333

**DEFENDANT'S
EXHIBIT**

13

MERCHANTS FOOD SERVICE ACKNOWLEDGMENT OF EMPLOYMENT STATUS

I understand that as a condition of my being employed with Merchants Foodservice, I am being employed on an at-will basis for an indefinite period of time without any type of contract of employment (excepting the sales representatives agreement for sales persons), either actual or implied. I further understand that as an at-will employee, my employment can be terminated at any time by either me or by Merchants Foodservice with or without cause and/or with or without notice. In addition, I understand that Merchants Foodservice retains the right to alter, revise, change, and/or eliminate any of its policies, practices, or rules and/or any of its pay or benefits at its discretion at any time without necessarily giving me or any other employee advance or actual notice.

I also understand that I may be required to take and pass a physical examination including screening for alcohol and drugs in a manner no inconsistent with any applicable law, as a part of the employment process and at any time during my employment with Merchants Foodservice and its representatives and/or agents.

I also understand that any property or possession, including my automobile, which I bring onto the property of Merchants Foodservice, or into any vehicle owned or operated by Merchants Foodservice, is subject to search by Merchants Foodservice with or without notice and/or with or without reasonable or probable cause.

I have read, or had read to me, the above Acknowledgment of Employment Status in its entirety; I fully understand all of its provisions and/or I have had the opportunity to ask any questions which I might have about any of its provisions; and I agree to abide by all of its provisions as a condition of being employed by and continuing to be employed by Merchants Foodservice.

8-24-04

Date

Carl S. Ach

Signature

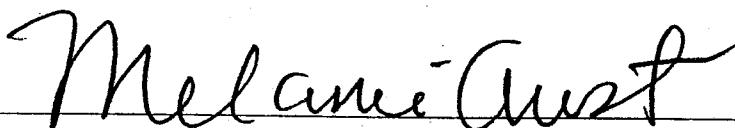
Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between The Merchants Company and any of its employees. The provisions of the handbook have been developed at the discretion of management and may be amended or canceled at any time, at The Merchants Company's sole discretion.

I ACKNOWLEDGE THAT I HAVE RECEIVED THE MERCHANTS COMPANY HANDBOOK AND FURTHER ACKNOWLEDGE THAT IF I WISH ADDITIONAL INFORMATION OR DETAILS OF PERSONNEL POLICIES I HAVE THE FOLLOWING OPTIONS:

1. CONTACT PERSONNEL MANAGER LOCATED IN THE HATTIESBURG OFFICE.
2. REFER TO PRINTED MANUAL POSTED ON BULLETIN BOARD IN THE CENTRAL OFFICE AND / OR THE BRANCH OFFICE BULLETIN BOARDS.



EMPLOYEE SIGNATURE



WITNESSED BY

DEFENDANT'S
EXHIBIT

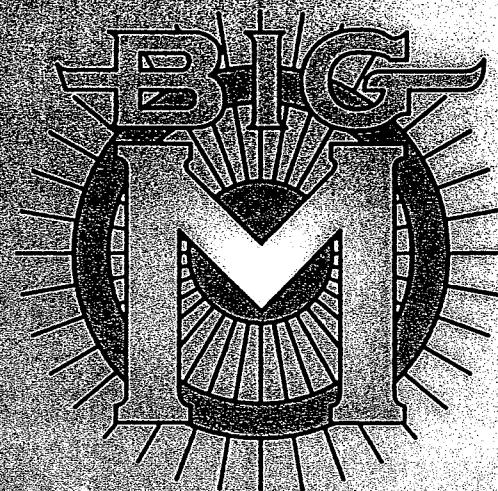
14

8/01/02

THE MERCHANTS COMPANY

FOOD SERVICE DISTRIBUTOR

Delivering an extra measure of service since 1904



EMPLOYEE HANDBOOK

August 1, 2002

DEFENDANT'S
EXHIBIT

INTRODUCTION

This handbook is designed to acquaint you with The Merchants Company and provide you with information about working conditions, employee benefits, and some of the policies affecting your employment. You should read, understand, and comply with all provisions of the handbook. It describes many of your responsibilities as an employee and outlines the programs developed by The Merchants Company to benefit employees. One of our objectives is to provide a work environment that is conducive to both personal and professional growth.

No employee handbook can anticipate every circumstance or question about policy. As The Merchants Company continues to grow, the need may arise to change policies described in the handbook. The Merchants Company, therefore, reserves the right to revise, supplement, or rescind any policies or portion of the handbook from time to time as it deems appropriate, in its sole and absolute discretion. Employees will, of course, be notified of such changes as they occur.

~~Policies set forth in this handbook are not intended to create a contractual obligation between The Merchants Company and any of its employees. The provisions of the handbook have been developed at the discretion of management and may be amended or canceled at any time, at The Merchants Company's sole discretion.~~

These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the President of The Merchants Company.

GENERAL EMPLOYMENT POLICY

The Merchants Company believes that the work conditions, wages, and benefits it offers to its employees are competitive with those offered by other employers in this area and in this industry. If employees have concerns about work conditions or compensation, they are strongly encouraged to voice these concerns openly and directly to their supervisors.

Our experience has shown that when employees deal openly and directly with supervisors, the work environment can be excellent, communications can be clear, and attitudes can be positive. We believe that The Merchants Company amply demonstrates its commitment to employees by responding effectively to employee concerns.

EQUAL EMPLOYMENT OPPORTUNITY

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at The Merchants Company will be based on merit, qualifications, and abilities. Except where required by law, employment practices will not be influenced or affected by an applicant's or employee's race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

EMPLOYMENT AND PERSONNEL RECORDS

An employment and personnel record is maintained for each employee. All new employees must complete the necessary personnel forms in the personnel office before starting work.

To insure you are receiving the benefits to which you are entitled under all conditions of employment, it is important your records be kept up-to-date at all times. If there is a change in your marital status, number of dependents, address, telephone number, insurance beneficiary or legal name, please notify the personnel office in writing.

EMPLOYMENT CLASSIFICATION

Regular Full Time Employees:

Employees who are regularly scheduled to work The Merchants Company's full time schedule generally, are eligible for The Merchants Company's benefit package, subject to the terms, conditions, and limitations of each benefit program.

Regular Part Time Employees:

Employees who are not assigned to a part time status and who are regularly scheduled to work less than the full time work schedule but at least 20 hours per week are eligible for some of The Merchants Company's benefits.

Part Time Employees:

Employees who work less than 20 hours per week and are hired as interim replacements to temporarily supplement the workforce, or to assist in the completion of a specific project retain that status of part-time unless and until notified of a change. While part-time employees receive all legally-mandated benefits (such as workers' compensation insurance and Social Security), they are ineligible for The Merchants Company's other benefit programs.

PROBATIONARY PERIOD

All new and rehired employees work on a probationary basis for the first 90 calendar days after their date of hire. The Merchants Company uses this period to evaluate employee capabilities, work habits, and overall performance. Either the employee or The Merchants Company may end the employment relationship at will at any time during or after the probationary period, with or without cause or advance notice.

PERFORMANCE EVALUATION

Supervisors and employees are strongly encouraged to discuss job performance and goals on an informal, day-to-day basis. Additional formal performance reviews are conducted to provide both supervisors and employees the opportunity to discuss job task, identify and correct weaknesses, encourage and recognize strengths, and discuss positive, purposeful approaches for meeting goals.

The performance of all employees is generally evaluated according to an ongoing 12-month cycle.

EMPLOYMENT TERMINATION

Termination of employment is an inevitable part of personnel activity within any organization. Since employment with The Merchants Company is based on mutual consent, both the employee and The Merchants Company have the right to terminate employment at will, with or without cause, at any time. Employee benefits will be affected by employment termination in the following manner. All accrued, vested benefits that are due and payable at termination will be paid. If the terminated employee is eligible under the COBRA law, then it will be at the expense of the employee. The employee will be notified in writing of the benefits that may be continued and of the terms, conditions, and limitations of such continuance.

EMPLOYMENT BENEFITS AND ALLOWANCES

Eligible employees at The Merchants Company are provided a wide range of benefits. A number of the programs (such as Social Security, workers' compensation, and unemployment insurance) cover all employees in the manner prescribed by the law.

Benefits eligibility is dependent upon a variety of factors, including employee's classification, and your supervisor can identify the programs for which you are eligible. Details of many of these programs can be found in the original policy manual located in the Personnel Office. Some benefit programs require contributions from the employee (such as Medical Insurance, 401K plan, long term disability) but most are full paid by The Merchants Company, including Life Insurance.

VACATION BENEFITS

Vacation time off with pay is available to eligible employees to provide opportunities for rest, relaxation and personal pursuits. Employees in the following employment classification(s) are eligible to earn and use vacation time as described in this policy:

- Regular full-time employees
- Regular part-time employees

The amount of paid vacation time employees receive each year increases with the length of their continuous employment as shown below:

Upon initial eligibility	5 days
After 3 years	10 days
After 15 years	15 days

The length of eligible service is based on the number of years you are employed with The Merchants Company. With The Merchants Company, you will be eligible to take vacation time on or after January 1st following date of employment. Anyone hired before April 1st will have a full 5 days vacation which they may take any time in the following calendar year. Anyone hired during April or May will have 4 days which they may take any time in the follow-

ing calendar year. Anyone hired during June or July will have 3 days which they may take any time in the following calendar year. Any one hired in August or September will have 2 days which they may take any time in the following calendar year. Anyone hired in October or November will have 1 day which they may take any time in the following calendar year. Anyone hired in December will not have any vacation until January 1st of the second year. Vacation time will not be earned during leave of absence, except military leave of absence. (See individual leave of absence policies for more information.)

Paid vacation time can be used in minimum increments of one day. To take vacation, employees should request advance approval from their supervisors at least two weeks prior to taking vacation time. Requests will be reviewed based on a number of factors, including business needs and staffing requirements.

Upon termination of employment, employees will be paid for unused vacation time that has been earned through the last day of work. (However, if The Merchants Company, in its sole discretion, terminated employment for cause, or if an employee does not give a two week notice, forfeiture of unused vacation time may result.)

BEREAVEMENT LEAVE

An eligible employee, (Regular full-time and Regular part-time) may be granted up to two days, at the time of the death, of paid bereavement leave in case of death in the immediate family. The Merchants Company defines "immediate family" as the employee's spouse, parent, child, sibling; the employee's spouse's parent, child or sibling; the employee's child's spouse; grandparents or grand-children.

LEAVES SUBJECT TO FAMILY AND MEDICAL LEAVE ACT OF 1993

The Family and Medical Leave Act of 1993 allows The Merchants Company to grant unpaid family or medical leave for specific circumstances. For an employee to be eligible to take leave, the employee must have worked for The Merchants Company for at least 12 months and for at least 1,250 hours during the year preceding the start of the leave and the employee must request the leave for one of the following reasons:

1. Because of the birth of a son or daughter of the employee and in order to care for such son or daughter;
2. Because of the placement of a son or daughter with the employee for adoption or foster care;
3. In order to care for the spouse, or a son, daughter or a parent of the employee, if such spouse, son, daughter or parent has a serious health condition; or
4. Because of a serious health condition that makes the employee unable to perform the functions of his or her position.

Depending on the circumstances, employees requesting leaves for one of these reasons may be eligible for up to 12 weeks of unpaid leave during any twelve-month period. Employees must give 30 days' notice to their immediate supervisor of need for unpaid leave when leave is foreseeable for birth, placement, foster care, or planned medical treatment. If 30 days' notice is not practicable, notice must be given "as soon as practicable," meaning one or two

LEGAL HOLIDAYS

The Merchants Company will grant holiday time off to all eligible employees, regular full-time and regular part-time, on the holidays listed below:

New Years Day (January 1)

Memorial Day

Independence Day (July 4)

Labor Day (First Monday in September)

Thanksgiving (Fourth Thursday in November)

Christmas (December 25)

To be eligible for holiday pay, nonexempt employees must work the last scheduled day immediately preceding and the first scheduled day immediately following the holiday. If the day before or after holiday is a scheduled day off Branch Manager can approve pay for holiday.

PAY DEDUCTIONS AND SETOFFS

The law requires that The Merchants Company make certain deductions from every employee's compensation. Among these are applicable federal, state, and local income taxes. The Merchants Company also must deduct Social Security taxes on each employee's earnings up to a specified limit that is called the Social Security "wage base." The Merchants Company matches the amount of Social Security taxes paid by each employee.

The Merchants Company offers programs and benefits beyond those required by law. Eligible employees may voluntarily authorize deductions from their paychecks to cover the cost of participation in these programs.

Pay setoffs are pay deductions taken by The Merchants Company, usually to help pay off a debt or obligation to The Merchants Company or others.

If you have questions concerning why deductions were made from your paycheck, or how they were calculated, your supervisor can assist in having your questions answered.

REST AND MEAL PERIODS

Each workday, nonexempt employees are provided with two rest periods of 15 minutes in length. Since this time is counted and paid as time worked, employees must not be absent from their workstations beyond the allotted rest period time.

All full-time OFFICE employees are provided with one meal period of 60 minutes in length each workday. Eating will not be permitted at desk. Snacks or drinks occasionally will be permitted, but full course meals, such as breakfast or lunch are to be eaten in the designated areas provided. The only item permitted at the receptionist desk in the lobby will be a drink such as coffee or a soft drink.

All full-time night WAREHOUSE employees will have one meal period of 30 minutes in length each workday. All full-time day WAREHOUSE employees will have one meal period of 60 minutes in length each workday. Supervisors will schedule meal periods to

working days. Requests covered by the Family and Medical Leave Act will be administered in accordance with the terms of such act.

BENEFIT PROGRAM PARTICIPATION

Employees on approved leave of absence under any of the foregoing provisions may continue to be covered by The Merchants Company's health and life insurance plans, provided that any insurance premiums or contributions due from the employee are kept current during the approved leave.

LEAVE OF ABSENCE

The Merchants Company provides medical leaves of absence without pay to eligible employees who are temporarily unable to work due to a medical disability, up to a maximum of 90 calendar days every two years.

A military leave of absence will be granted to employees to attend scheduled drills or training, or if called to active duty with the U.S. Armed Services. The leave will be unpaid. However, employees may use any accrued vacation time off for the absence.

WAGES AND SALARIES

Salespersons and nonexempt employees are paid weekly every Friday for the week ending on the previous Saturday at midnight. EXEMPT employees are paid semi-monthly on the 15th and LAST day of the month. Each paycheck will include earnings for all work performed through the end of the previous payroll period.

In the event that a regularly scheduled payday falls on a day off (e.g., a weekend or holiday), employees will receive pay on the last day of work before the regularly scheduled payday.

accordance with operating requirements. All full-time DRIVER employees will have one meal period of 30 minutes in length each workday. It will be up to the Driver as to what time of day he takes it.

Employees will be relieved of all active responsibilities and restrictions during meal periods and will not be compensated for that time.

SAFETY

SAFETY IS EVERYBODY'S BUSINESS! Make everyday a safe day.

To provide a safe and healthful work environment for employees, customers, and visitors, The Merchants Company has established a workplace safety program. This program is a top priority for The Merchants Company. The Safety Director has responsibility for implementing, administering, and evaluating the safety program. Its success depends on the alertness and personal commitment of all.

The Merchants Company provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, memos, or other written communications.

Each employee is expected to obey safety rules and to exercise caution in all work activities. Employees must immediately report any unsafe condition to the appropriate supervisor. Employees who violate safety standards, who cause hazardous or dangerous situations, or who fail to report or, where appropriate, remedy such situations, may be subject to disciplinary action, up to and including termination of employment. Two (2) worker's compensation incidents that are the employee's fault results in a 3-day suspension without pay. Three (3) worker's compensation incidents that are the employee's fault result in termination.

In the case of accidents that result in injury, regardless of how insignificant the injury may appear, employees should immediately notify the Safety Director or the appropriate supervisor. Such reports are necessary to comply with laws and initiate insurance and workers' compensation benefits procedures.

USE OF E-MAIL AND INTERNET

1. Use of both systems should be for business only. Private use of the Internet or the e-mail system should be done on personal time, not company time. Corresponding with relatives that live at a distance is not prohibited but should be done on personal time.
2. Email containing joke material are considered inappropriate and should not be passed around or sent to other parties in or out of the office.
3. Use of company equipment to view, access or distribute pornographic material is strictly forbidden.
4. Employees with access to e-mail must complete an acceptable use policy agreement.

USE OF PHONE AND MAIL SYSTEMS

Employees will be required to reimburse The Merchants Company for any charges resulting from their personal use of the telephone. The use of The Merchants Company paid postage for personal correspondence is permitted, if you reimburse THE MERCHANTS COMPANY for postage costs.

SMOKING

In keeping with The Merchants Company's intent to provide a safe and healthful work environment, smoking is prohibited except in pre-designated areas. Smoking is only allowed on personal time or break time.

This policy applies equally to all employees, customers, and visitors.

PROGRESSIVE DISCIPLINE POLICY

The purpose of this policy is to state The Merchants Company's position on administering equitable and consistent discipline for unsatisfactory conduct in the work place. The best disciplinary measure is the one that does not have to be enforced and comes from good leadership and fair supervision at all employment levels.

The Merchants Company's own best interest lies in ensuring fair treatment of all employees and in making certain that disciplinary actions are prompt, uniform and impartial. The major purpose of any disciplinary action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.

Disciplinary action may call for any of four steps - verbal warnings, written warnings, suspension with or without pay, or termination of employment - depending on the severity of the problem and the number of occurrences. There may be circumstances when one or more steps are bypassed.

Progressive discipline means that, with respect to most disciplinary problems, these steps will normally be followed: a first offense may call for a verbal or written warning; a second offense may be followed by a written warning or suspension; and still another offense may then lead to termination of employment. The Merchants Company recognizes that there are certain types of employee problems that are serious enough to justify either a suspension, or in extreme situations, termination of employment, without going through the usual progressive discipline steps.

By using progressive discipline, we hope that most employee problems can be corrected at an early stage, benefiting both employee and The Merchants Company.

ATTENDANCE AND PUNCTUALITY

It is expected that all employees report to work every workday, and it is also expected that they report to work at the scheduled reporting time.

The Merchants Company also realizes that at times employees will not be able to work because of illness or injury or will be late for some unforeseen reason.

When employees are going to be late or absent, it is their responsibility to call in personally and report the reason to their immediate supervisor. If an employee needs to leave early, they must notify their supervisor.

Excess or continued tardiness, early departures and absenteeism can result in disciplinary action up to and including discharge, based upon the following guidelines.

Employee's absences during probationary period:

1st absence - verbal warning

2nd absence - written notice

3rd absence - termination

Full time or part time employee's tardies, early departures and absences in a rolling calendar year. Example: Occurrence in June 2001 would drop off in June 2002. Absences will be treated separately for early departures and tardies.

1 occurrence - verbal warning

2-3 occurrences - written warning

4 occurrences - 3-day suspension

5 occurrences - termination

If an employee fails to call his/her supervisor for two consecutive days, the employee will be considered to have voluntarily quit.

EMPLOYEE CONDUCT AND WORK RULES

To assure orderly operations and provide the best possible work environment, The Merchants Company's expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization.

It is not possible to list all forms of behavior that are considered unacceptable in the workplace. The following are examples of infractions of rules of conduct that may result in disciplinary action, up to and including termination of employment.

- Theft or inappropriate removal or possession of property
- Falsification of time keeping records
- Fighting or threatening violence
- Boisterous or disruptive activity
- Negligence or improper conduct leading to damage of employer owned or customer-owned property
- Insubordination or other disrespectful conduct
- Violation of safety or health rules
- Smoking in prohibited areas
- Sexual or other unlawful harassment
- Possession of dangerous or unauthorized materials, such as explosives or firearms
- Excessive absenteeism or any absences without notice
- Unauthorized use of telephones, mail system, or other employer owned equipment
- Unauthorized disclosure of business "secrets" or confidential information
- Violation of personnel policies
- Distribution of pornographic materials
- Unsatisfactory performance or conduct

SEXUAL HARASSMENT POLICY

The Merchants Company believes sexual harassment is a form of employee misconduct, which undermines the integrity of the employment relationship. It is the policy of The Merchants Company that sexual harassment will not be tolerated. Violators of this policy are subject to severe disciplines, up to and including discharge of the offending employee or employees.

Sexual harassment occurs when sexual advances, request for sexual favors, or any conduct of a sexual nature is made a condition of employment, results in advantages if agreed to or losses if rejected, interferes with job performance, or results in a hostile, intimidating or offensive work environment. The Merchants Company's expressly prohibits sexual harassment of any nature.

Any complaints or inquires regarding sexual harassment should be brought to the immediate attention of the Human Resources Department or the appropriate Supervisor and the company will fully investigate such claims promptly, without regard to the identities or positions held by either the complaining employee or the employee charged with the sexual harassment. If for any reason an employee wishes to complain or inquire regarding sexual harassment but feels it would not be appropriate to raise such issues with the Human Resources Department or Supervisor, such employee may inquire or complain to any management level employee of the company, and such inquires or complaints will receive the same prompt investigation.

Employees will not be disciplined or discriminated against in any way for sexual harassment inquiries or complaints made in good faith.

DRUG AND ALCOHOL POLICY

Employees are The Merchants Company's greatest assets. The Merchants Company loses when a valued employee is hurt or must be terminated for drug abuse. To protect the reputation of the Company as a good corporate citizen, drug trafficking or use by employees cannot be tolerated.

The illegal use, possessions of, or trafficking in illegal drugs or controlled substances (drugs) on the job or on the Company's property (owned or leased) is a violation of federal law, as well as against the policies of the company. It is an offense which can lead to dismissal. The consumption of alcoholic beverages by employees during the workday shall constitute grounds for disciplinary action, which may include suspension and/or dismissal.

PERSONAL APPEARANCE

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image The Merchants Company presents to customers and visitors.

During business hours, employees are expected to present a clean and neat appearance and to dress according to the requirements of their positions. Employees who appear for work inappropriately dressed will be sent home and directed to return to work in proper attire. Under such circumstances, employees will not be compensated for the time away from work.

The following will apply to all employees:

1. All wearing apparel must be neat and clean, whether it is required uniform or otherwise.
2. All shirttails must be worn inside trousers.
3. If an employee has a beard, it must be kept neatly trimmed and clean. If an employee has long hair, it must be kept clean.
4. Every employee should realize the importance of personal hygiene, since we are handling and selling food product. Body odors, dirty hands, faces, even fingernails, can be an indicator of

the quality of our products. Personal pride alone should prevent any of these from reflecting on our product. Extreme care should be taken to prevent such.

UNIFORMS

The following will apply to Drivers, Warehouse and Shipping Personnel:

1. Delivery Drivers must wear The Merchants Company uniform shirts during work hours.
2. Shoes should be a dress or work shoe. Certain canvas shoes are acceptable if made on the order of a work shoe. Tennis shoes, sneakers, track shoes, etc., are not permissible.
3. Shoes, like uniforms should be clean.
4. Employees who prefer to wear caps, should wear Merchants Company Caps.

OFFICE DRESS CODE

The following will not be permitted as office attire:

1. Midriff tops or tops that do not meet your pants or shirt.
2. Shorts (Professional Business Skort Sets are okay)
3. T-shirts (with or without writings or slogans)
4. Tennis Shoes
5. Shirts with no collar (Men)
6. Blue Jeans

Friday has usually been a relaxed day in the office and will continue to be. Neatness is still required. Blue jeans may be worn on Fridays only as long as they are neat in appearance.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between The Merchants Company and any of its employees. The provisions of the handbook have been developed at the discretion of management and may be amended or canceled at any time, at The Merchants Company's sole discretion.

I ACKNOWLEDGE THAT I HAVE RECEIVED THE MERCHANTS COMPANY HANDBOOK AND FURTHER ACKNOWLEDGE THE IF I WISH ADDITIONAL INFORMATION OR DETAILS OF PERSONNEL POLICIES I HAVE THE FOLLOWING OPTIONS:

1. CONTACT PERSONNEL MANAGER LOCATED IN THE HAT-TIESBURG OFFICE.
2. REFER TO PRINTED MANUAL POSTED ON BULLETIN BOARD IN THE CENTRAL OFFICE AND / OR THE BRANCH OFFICE BULLETIN BOARDS.

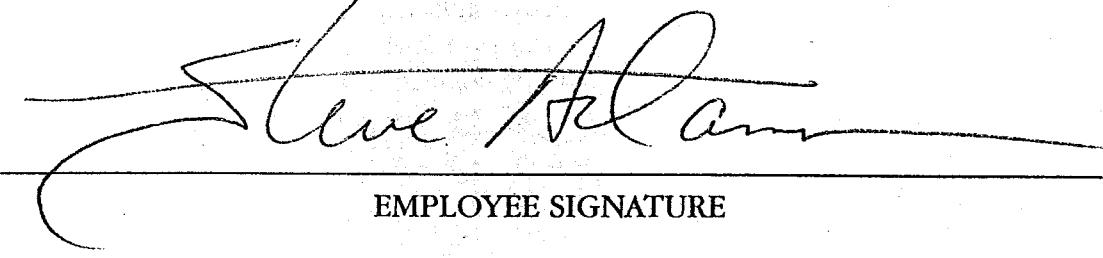
EMPLOYEE SIGNATURE

WITNESSED BY

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between Merchants and any of its employees. The provisions of the handbook have been developed at the discretion of management and may be amended or canceled at any time, at Merchants' sole discretion.

I ACKNOWLEDGE THAT I HAVE RECEIVED MERCHANTS FOODSERVICE HANDBOOK AND FURTHER ACKNOWLEDGE THE IF I WISH ADDITIONAL INFORMATION OR DETAILS OF PERSONNEL POLICIES I HAVE THE FOLLOWING OPTIONS:

1. CONTACT HUMAN RESOURCES LOCATED IN THE HATTIESBURG OFFICE AT 601-584-4046.
2. REFER TO PRINTED MANUAL POSTED ON BULLETIN BOARD IN THE CENTRAL OFFICE AND / OR THE BRANCH OFFICE BULLETIN BOARDS.


EMPLOYEE SIGNATURE

WITNESSED BY

1-27-05

DATE

DEFENDANT'S
EXHIBIT

16

1/01/05



Serving Your Favorite Restaurants!

EMPLOYEE HANDBOOK

January 1, 2005

www.merchantsfoodservice.com

DEFENDANT'S
EXHIBIT

INTRODUCTION

This handbook is designed to acquaint you with Merchants Foodservice (hereinafter referred to as "Merchants" and/or the "Company") and provide you with information about working conditions, employee benefits, and some of the policies affecting your employment. This handbook will serve as a guideline for decision-making. Therefore, you should read, understand, and comply with all provisions of the handbook.

No employee handbook can anticipate every circumstance or question about policy. As Merchants continues to grow, the need may arise to change policies described in the handbook. Therefore, Merchants reserves the right to revise, supplement, or rescind any policies or portion of the handbook from time to time as it deems appropriate, in its sole and absolute discretion. Employees will be notified of such changes as they occur.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between Merchants and any of its employees. The provisions of the handbook have been developed at the discretion of management and may be amended or canceled at any time, at Merchants' sole discretion.

These provisions supersede all existing policies and practices and may not be amended or added to without the express written approval of the President of Merchants.

EQUAL EMPLOYMENT OPPORTUNITY

Merchants is an Equal Employment Opportunity Employer. The Company affords equal employment opportunity in all of our employment practices, including the selection, hiring, promotion, transfer and compensation of all qualified applicants and employees without regard to race, color, religion, sex, national origin, age, marital status, citizenship status, disability, or any other protected status in accordance with the requirements of all federal, state, and local laws. Merchants expects every employee and manager to reflect the spirit of this commitment and philosophy with our fellow employees, our customers and our vendors.

EMPLOYMENT AND PERSONNEL RECORDS

An employment and personnel record is maintained for each employee. All new employees must complete the necessary personnel forms in the personnel office before starting work.

To insure your receiving the benefits to which you are entitled under all conditions of employment, it is important your records be kept up-to-date at all times. If there is a change in your marital status, number of dependents, address, telephone number, insurance beneficiary or legal name, please notify Human Resources in writing.

EMPLOYEE RELATIONS PHILOSOPHY

Merchants is committed to achieving outstanding operating results. We believe these results can best be achieved by:

- Providing employees with the opportunity to succeed
- Providing employees with the tools and resources necessary to complete their jobs
- Managing employees fairly and impartially
- Requiring employees to be accountable for their own success

The Company places a high value on the desire to work, on the ability to produce the desired results with efficiency and high quality, and on the willingness of employees to accept responsibility for their own success.

EMPLOYMENT AT-WILL

It is the Company's policy that all employees are employed at the will of the Company for an indefinite period. Merchants may terminate the employment relationship at any time, for any reason, with or without notice or cause. Employees may resign from the Company at any time, for any reason, and with or without notice. Employment with the Company does not constitute a contractual relationship and may be terminated according to applicable local, state and federal laws.

Completion of the ninety (90) day introductory period does not change the employee's status as an at-will employee or in any way restrict the Company's right to terminate such an employee or change its terms of employment.

EMPLOYMENT STATUS CATEGORIES

Merchant's employees are categorized into a particular status to define their job and the type of work that they perform. These statuses determine several important performance criteria (e.g., benefit eligibility, etc.). Merchant's employees are classified in *one* of the following categories:

- **Exempt Employee** - a salaried employee who is not subject to the overtime provisions of the *Federal Fair Labor Standards Act of 1938*, as amended.
- **Non-Exempt Employee** - an hourly employee who is eligible to be paid for overtime pay hours worked in excess of 40 hours per week and whose overtime pay is calculated at one and a half times their regular hourly rate ("time-and-a-half").

Note: Overtime pay provisions may vary due to state laws.

- **Regular Full-time Employee** - An employee who is normally scheduled to work forty (40) or more hours a week. Regular Full-Time Employees are eligible for all Company benefits.
- **Regular Part-Time Employee** - an employee who is normally scheduled to work twenty (20) hours or more per week but not more than forty (40) hours. Regular Part-Time employees may be eligible for some of the Company's benefits.
- **Part-Time Employee** - An employee who is normally scheduled to work less than twenty (20) hours per week. Part-Time Employees are not eligible for Company benefits.

These statuses do not guarantee employment for any specific length of time. Employment is at the mutual consent of the employee and the Company and can be terminated at will by the employee or the Company.

INTRODUCTORY PERIOD

For every new employee, the first ninety (90) days of employment are an introductory period for both the employee and the Company. During this time, you will have the opportunity to learn about the Company, your job, and your new surroundings. The Company will then evaluate your performance and make a decision concerning your continued employment.

While we are optimistic and hopeful that your time with us will be long and mutually beneficial, it may be that you or the Company will decide during the introductory period that the relationship is not satisfactory. If so, the employee or the Company may terminate the relationship for any reason without prior notice.

PERFORMANCE EVALUATION

Merchants believes that every employee should receive objective, accurate feedback regarding their job performance. Performance reviews are one the tools the Company uses to formalize and document employee performance. The employee's annual evaluation provides a vehicle for effective communication between the employee and management.

EMPLOYMENT TERMINATION AND RESIGNATION

It is the Company's policy that all employees are employed at the will of the Company for an indefinite period. Merchants or the employee may terminate the employment relationship at any time, for any reason, with or without notice or cause.

In cases of resignation, the employee must give two weeks notice if they expect to receive severance benefits. Vacation time may not be used to advance the termination date. On the last work day employees must return all Company property in their possession to the supervisor.

EMPLOYEE BENEFITS AND ALLOWANCES

Eligible employees at Merchants are provided a wide range of benefits. Eligibility for these benefits is dependent upon a variety of factors, including but not limited to the employee's classification. A supervisor can identify the programs for which you are eligible. Please contact Human Resources to learn the details of these programs.

The Company reserves the right, in its sole discretion, at any time to change, modify, delete, add, or discontinue without prior notice any of the employee benefits currently being offered to its employees.

VACATION BENEFITS

Eligible employees (Regular full-time and Regular part-time) will earn and can use vacation time. Vacation time is calculated, as set forth below, based upon the employee's continuous employment with the Company:

- Upon initial eligibility 5 days
- After 3 years 10 days
- After 15 years 15 days

The length of eligible service is based on the number of years you are employed with Merchants. With Merchants, you will be eligible to take vacation time on or after January 1st following date of employment. Anyone hired before April 1st will have a full 5 days vacation which they may take any time in the following calendar year. Anyone hired during June or July will have 3 days which they may take any time in the following calendar year. Any one hired in August or September will have 2 days which they may take any time in the following calendar year. Anyone hired in October or November will have 1 day which they may take any time in the following calendar year. Anyone hired in December will not have any vacation until January 1st of the second year. Vacation time will not be earned during leave of absence except military leave of absence. (See individual leave of absence policies for more information.)

Paid vacation time is encouraged to be used in increments, however, may be used in minimum increments of one day. To take vacation, employees should request advance approval from their supervisors. Requests will be reviewed based on a number of factors, including business needs and staffing requirements.

Upon termination of employment, employees will be paid for unused vacation time that has been earned through the last day of work. (However, if Merchants, in its sole discretion, terminated employment for cause, or if an employee does not give a two-week notice, forfeiture of unused vacation time may result.)

LEGAL HOLIDAYS

Merchants will grant holiday time off to all eligible employees (regular full-time and regular part-time) on the holidays listed below:

Effective January 1, 2005:

- New Years Day (January 1)
- Memorial Day (Last Monday in May)
- Independence Day (July 4)
- Thanksgiving (fourth Thursday in November)
- Christmas (2 days, as scheduled by your shift supervisor)

To be eligible for holiday pay, nonexempt employees must work the last scheduled day immediately preceding and the first scheduled day immediately following the holiday. If the day before or after holiday is a scheduled day off your General Manager can approve pay for holiday.

BEREAVEMENT LEAVE

An eligible employee, (Regular full-time and Regular part-time) may be granted up to two days, at the time of the death, of paid bereavement leave in case of death in the immediate family. Merchants defines "immediate family" as the employee's spouse, parent, child, sibling; the employee's spouse's parent, child or sibling; the employee's child's spouse; grandparents or grandchildren.

MILY AND MEDICAL LEAVE POLICY

GENERAL STATEMENT

The Company's Family and Medical Leave policy is intended to provide employees a greater opportunity to balance their work and family responsibilities. Under the Family and Medical Leave Act ("FMLA"), all eligible employees are entitled to 12 weeks of leave during a defined 12 month period. In order to be eligible for FMLA leave, the employee must have worked for the Company for at least 12 months since the most recent hire date, and the employee must have worked at least 1,250 hours during the preceding 12-month period. In some situations, employees may use the FMLA leave intermittently (e.g., take a day or partial day periodically when needed during the year) to reduce the work week or work day, resulting in a reduced schedule. In all cases, the FMLA leave may not exceed a total of 12 weeks over a 12-month period. Intermittent or reduced leave under the FMLA require prior approval by Human Resources.

TYPES OF LEAVE COVERED

In order to qualify as FMLA leave under this policy, the employee must be taking leave for one of the following reasons:

1. The birth and care of a newborn child;
2. The placement of a child for adoption or foster care;
3. The care for a spouse, child, or parent with a serious health condition; or
4. The employee's own serious health condition renders him or her incapable of performing the essential functions of the job.

Employees with questions about what illnesses or situations are covered under this FMLA policy should contact Human Resources.

APPLICATION FOR LEAVE

Employees requesting leave must complete a "Request for Family and Medical Leave" form and return it to Human Resources. The completed application must include the reason for and expected duration of the requested leave.

NOTICE OF LEAVE

An employee intending to take Family and Medical Leave because of an expected birth or placement of a child, or because of a planned medical treatment, must submit an application for leave at least 30 days before the leave is to begin. If a 30-day notice is not possible, an employee must give notice to Human Resources as soon as practical.

MEDICAL CERTIFICATION OF LEAVE

An application for Family and Medical Leave must also be accompanied by a "Physician's Certification Statement" form completed by the applicable health care provider. The certification must state the date on which the health condition commenced, the probable duration of the condition, and the appropriate medical facts regarding the condition.

Failure to comply with the medical certification requirements of this policy may result in the denial of FMLA leave request. Employees must provide certification no later than 15 days after being requested. The Company may request that additional certification be provided every 30 days during the leave period.

RETURN TO WORK

After the 12-week leave period allotted under the FMLA expires, the employee will be expected to return to work. Merchants Foodservice may require the employee to provide medical certification that the employee is able to perform the essential functions of his or her job at this time. If the employee does not return to work upon expiration of their FMLA leave, his/her re-employment rights under the FMLA terminate.

MILITARY LEAVE OF ABSENCE

A military leave of absence will be granted to employees to attend scheduled drills or training, or if called to active duty with the U.S. Armed Services. At the completion of the military leave period, the employee may return to the Company, subject to the requirements set forth in the Uniformed Services Employment and Reemployment Act ("USERRA"). If you have questions, please contact Human Resources.

REST AND MEAL PERIODS

Case 2:06-cv-00707-ID-CSC Document 15-4 Filed 07/16/2007 Page 53 of 73

Each workday, nonexempt employees are provided with two rest periods of 15 minutes in length. The shift supervisor determines the specific time for the rest period. Since this time is counted and paid as time worked, employees must not be absent from their workstations beyond the allotted rest period time.

The meal period time allotments are as follows:

WAGES AND SALARIES

Salespersons and nonexempt employees are paid weekly every Friday for the week ending on the previous Saturday at midnight. EXEMPT employees are paid semi-monthly on the 15th and last day of the month. Each paycheck will include earnings for all work performed through the end of the previous payroll period.

In the event that a regularly scheduled payday falls on a day off (e.g., a weekend or holiday), employees will receive pay on the last day of work before the regularly scheduled payday.

OFFICE

Full time employees are provided with one meal period of sixty (60) minutes each workday. Eating full course meals, such as breakfast or lunch, is not permitted at an employee's workstation. These meals are to be eaten in the designated areas provided. Snacks and/or drinks are occasionally permitted at an employee's workstation.

WAREHOUSE

Full time night employees will have one meal period of thirty (30) minutes each workday.

Full time day employees will have one meal period of thirty (30) minutes each workday. Supervisors will schedule meal periods to accommodate operating requirements.

TRANSPORTATION

Full time driver will have one meal period of thirty (30) minutes each workday. It will be up to the driver as to when he/she take this period.

Employees will be relieved of all active responsibilities and restrictions during meal periods and will not be compensated for that time.

SAFETY

SAFETY IS EVERYBODY'S BUSINESS! Make everyday a safe day!

To provide a safe and healthful work environment for employees, customers, and visitors, Merchants has established a workplace safety program. Its success depends on the alertness and personal commitment of all.

Merchants provides information to employees about workplace safety and health issues through regular internal communication channels such as supervisor-employee meetings, bulletin board postings, memos, or other written communications.

All employees should observe all posted safety rules, adhere to all safety instructions provided by your supervisor and use safety equipment where required. Your workplace should be kept neat, clean and orderly. Each employee is expected to obey safety rules and to exercise caution in all work activities. Employees must immediately report any unsafe condition to the appropriate supervisor. Employees who violate safety standards, who cause hazardous or dangerous situations, or who fail to report or, where appropriate, remedy such situations, may be subject to disciplinary action, up to and including termination of employment.

In the case of accidents that result in injury, regardless of how insignificant the injury may appear, employees should immediately notify an appropriate supervisor or Human Resources. Such reports are necessary to comply with laws and initiate insurance and workers' compensation benefits procedures.

USE OF THE COMPUTER SYSTEM NETWORK

The Company's computer system and e-mail network are the property of the Company and are only to be used for business purposes. Examples of prohibited, non-business purposes include, but are not limited to:

- Use of the Company's computer system to write personal letters, resumes or other documents unrelated to the Company's business
- Use of the Company's computer system to run computer games or other personal software
- Use of the Company's computer system to copy software
- Use of the Company's e-mail network as a forum for gossip or personal communications
- Use of the Company's e-mail network to convey insensitive, improper, derogatory, offensive, insulting, threatening, or harassing language and remarks

All information, data and communications prepared or stored in the computer system or on the e-mail network are assumed to be business-related. The Company reserves the right to monitor, and will periodically monitor, the computer system and e-mail network to ensure compliance with this policy and to maintain efficient use of the computer system and e-mail network. Employees should not consider any materials stored in the computer system or any e-mail communications to be private.

USE OF PHONE AND MAIL SYSTEMS

Employees will be required to reimburse Merchants for any charges resulting from their personal use of the telephone. The use of the Company's paid postage for personal correspondence is permitted, if you reimburse Merchants for postage costs.

SMOKING

In keeping with the Company's intent to provide a safe and healthful work environment, smoking is prohibited except in pre-designated areas. Smoking is only allowed on personal time or break time.

This policy applies equally to all employees, customers, and visitors.

PROGRESSIVE DISCIPLINE POLICY

Merchants recognizes that its own best interest lies in ensuring fair treatment of all employees and in making certain that disciplinary actions are prompt, uniform and impartial. The major purpose of any disciplinary action is to correct the problem, prevent recurrence, and prepare the employee for satisfactory service in the future.

Disciplinary action may call for any of four steps - verbal warnings, written warnings, suspension with or without pay, or termination of employment - depending on the severity of the problem and the number of occurrences.

Progressive discipline means that, with respect to most disciplinary problems, these steps will normally be followed: a first offense may call for a verbal or written warning; a second offense may be followed by a written warning or suspension; and still another offense may then lead to termination of employment. Merchants recognizes that there are certain types of employee problems that are serious enough to justify either a suspension or termination of employment, without going through the usual progressive discipline steps.

By using progressive discipline, we hope that most employee problems can be corrected at an early stage, benefiting both employee and Merchants.

ATTENDANCE AND PUNCTUALITY

It is expected that all employees report to work every workday, and it is also expected that they report to work at the scheduled reporting time.

Merchants also realizes that at times employees will not be able to work because of illness or injury or will be late for some unforeseen reason.

When employees are going to be late or absent, it is their responsibility to personally call the Company and report the reason to their immediate supervisor. Certain special circumstances may exist that prevent an employee to personally call their immediate supervisor. In these special instances, the employee should make sure someone notifies his or her immediate supervisor of the absence. If an employee needs to leave early, they must notify their supervisor prior to leaving the work premises.

Excess or continued tardiness, early departures and absenteeism can result in disciplinary action up to and including discharge, based upon the following guidelines.

Employee's absences during introductory period:

1st absence - verbal warning

2nd absence - written notice

3rd absence - termination

Full time or part time employee's tardies, early departures and absences are calculated in a rolling calendar year. Example: Occurrence in November 2004 would drop off in November 2005. Absences will be treated separately from early departures and tardies.

1st occurrence - verbal warning

2 occurrences - written warning

3 occurrences - 3-day suspension

4 occurrences - termination

If an employee fails to call his/her supervisor for two consecutive days, the employee will be considered to have voluntarily quit.

Employee CONDUCT AND WORK RULES

To assure orderly operations and provide the best possible work environment, Merchants expects employees to follow rules of conduct that will protect the interests and safety of all employees and the organization.

It is not possible to list all forms of behavior that are considered unacceptable in the workplace. The following are examples of infractions of rules of conduct that may result in disciplinary action, up to and including termination of employment. Please note that this is not an exhaustive list.

- Theft or inappropriate removal or possession of property
- Falsification of time keeping records
- Fighting or threatening violence
- Boisterous or disruptive activity
- Negligence or improper conduct leading to damage of employer owned or customer-owned property
- Insubordination or other disrespectful conduct
- Violation of safety or health rules
- Smoking in prohibited areas
- Sexual or other unlawful harassment
- Possession of dangerous or unauthorized materials, such as explosives or firearms
- Excessive absenteeism or any absences without notice
- Unauthorized use of telephones, mail system, or other employer owned equipment
- Unauthorized disclosure of business "secrets" or confidential information
- Violation of personnel policies
- Distribution of pornographic materials
- Unsatisfactory performance or conduct

NO HARASSMENT

Merchants does not and will not tolerate any type of harassment of our employees, applicants, customers, or vendors. The term "harassment" includes, but is not limited to, slurs, jokes, and other verbal, graphic, physical, or electronic (e-mail) conduct relating to an individual's race, color, gender, religion, national origin, citizenship, age, or disability. "Harassment" also includes sexual advances, requests for sexual favors, offensive touching, and other verbal, graphic, physical, or electronic (e-mail) actions of a sexual nature involving either members of the opposite or the same sex.

Note: Employees who violate this policy are subject to disciplinary action up to, and including the termination of their employment.

Note: Even if an employee does not complain, it is a manager's responsibility to investigate any conduct that is reported to the manager, or of which the manager is aware, if there is any possibility that this conduct violates our policy. All such incidents should be immediately reported to Human Resources.

If an employee feels that they are being harassed in any way by an employee, manager, customer, or vendor, they must immediately make their feelings known to their manager or Human Resources:

- The matter will be thoroughly investigated, and where appropriate, disciplinary action will be taken.

- If the employee does not feel they can discuss the matter with their manager, or if they are not satisfied with the way the complaint has been handled, they may contact Human Resources.
- The employee will not be penalized in any way for reporting such conduct concerning themselves or another person.

Employees should not assume that the Company is aware of the problem. It is the employee's responsibility to bring complaints and concerns to the attention of management so that they may be resolved. Note the following:

- The Company understands that there are issues that affect an employee's work environment that they may not be comfortable reporting to their manager. For these issues, employees can report these issues directly to Human Resources or to any other manager at the Company.
- Managers who receive complaints must immediately inform Human Resources.

- Human Resources will investigate the allegation and take the appropriate action to protect the rights of the charging employee and the charged employee, and to carry out the legal obligations of Merchants.
- Investigations will be conducted as quickly as possible and all concerned parties will be notified of the findings in writing. If an investigation confirms that harassment has occurred, Merchants will take corrective action, up to and including the immediate termination of the offending employee(s). Findings of assault or the threat of assault will result in immediate termination.

Note that certain information, including the identity of principle parties and specific allegations raised, will likely be disclosed during the course of investigation to potential witnesses, Human Resources Department employees, and Merchants management team.

Note: Merchants will not tolerate retaliation against any employee for cooperating in an investigation or for reporting an incident of harassment.

State laws vary with regard to posting, training, and reporting avenues for harassment. If you have any questions regarding these issues in your area, please contact Human Resources.

WORKPLACE VIOLENCE

Merchants recognizes that workplace violence is a growing concern across the country. The Company is committed to providing a safe, violence-free workplace and strictly prohibits employees, consultants, customers, visitors or anyone else on Company property or engaging in a Company-related activity from behaving in a violent or threatening manner.

Workplace violence includes:

- Threats of any kind
- Threatening, physically aggressive, or violent behavior (e.g., intimidation of or attempts to instill fear in others, etc.)
- Other behavior that suggests a propensity towards violence, including belligerent speech, excessive arguing or swearing, sabotage, or threats of sabotage of Company property, or a refusal to follow Company policies and procedures
- Defacing Company property or causing physical damage to the facilities
- Bringing weapons or firearms of any kind on Company property, or while conducting Company business

Employees are required to report any instances of workplace violence to their supervisors or Human Resources. All reports will be taken seriously and will be promptly and thoroughly investigated.

DRUG AND ALCOHOL POLICY

Merchants' is concerned about the effect of illegal drug use and the abuse of alcohol (commonly defined as "substance abuse") upon the health and safety of its employees. Substance abuse leads to increased accidents, theft, unnecessary medical claims, and inattention to work duties and responsibilities. Substance abuse also leads to the destruction of an employee's health and adversely affects their personal life.

Merchants' employees are prohibited from possessing, using, selling, or purchasing any alcoholic beverages or other mind-altering substances on Company property. In light of these concerns, the Company intends to maintain a work place that is free of the problems associated with substance abuse. The Company also encourages the rehabilitation of employees and applicants with problems associated with the abuse of drugs and alcohol.

All drivers must comply with the Federal Motor Carrier Safety Regulations.

PERSONAL APPEARANCE

Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image Merchants presents to customers and visitors.

During business hours, employees are expected to present a clean and neat appearance and to dress according to the requirements of their positions. Employees who appear for work inappropriately dressed will be sent home and directed to return to work in proper attire. Under such circumstances, employees will not be compensated for the time away from work.

The following will apply to all employees:

1. All wearing apparel must be neat and clean, whether it is required uniform or otherwise.
2. All shirttails must be worn inside trousers.
3. If an employee has a beard, it must be kept neatly trimmed and clean. If an employee has long hair, it must be kept clean.
4. Every employee should realize the importance of personal hygiene, since we are handling and selling food product. Body odors, dirty hands, faces, even fingernails, can be an indicator of the quality of our products. Personal pride alone should prevent any of these from reflecting on our product. Extreme care should be taken to prevent such.

Policies set forth in this handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between Merchants and any of its employees. The provisions of the handbook have been developed at the discretion of management and may be amended or canceled at any time, at Merchants' sole discretion.

1. Delivery Drivers must wear Merchants uniform shirts during work hours.
2. Shoes should be a dress or work shoe. Certain canvas shoes are acceptable if made on the order of a work shoe. Tennis shoes, sneakers, track shoes, etc., are not permissible.
3. Shoes, like uniforms should be clean.
4. Employees who prefer to wear caps, should wear Merchants Caps.

OFFICE DRESS CODE

The following will not be permitted as office attire:

1. Midriff tops or tops that do not meet your pants or skirt.
2. Shorts (Professional Business Skort Sets are okay)
3. T-shirts (with or without writings or slogans)
4. Tennis Shoes
5. Shirts with no collar (Men)
6. Blue Jeans

Friday has usually been a relaxed day in the office and will continue to be. Neatness is still required. Blue jeans may be worn on Fridays only as long as they are neat in appearance.

I ACKNOWLEDGE THAT I HAVE RECEIVED MERCHANTS FOODSERVICE HANDBOOK AND FURTHER ACKNOWLEDGE THE IF I WISH ADDITIONAL INFORMATION OR DETAILS OF PERSONNEL POLICIES I HAVE THE FOLLOWING OPTIONS:

1. CONTACT HUMAN RESOURCES LOCATED IN THE HARTIES BURG OFFICE AT 601-584-4046.
2. REFER TO PRINTED MANUAL POSTED ON BULLETIN BOARD IN THE CENTRAL OFFICE AND / OR THE BRANCH OFFICE BULLETIN BOARDS.

EMPLOYEE SIGNATURE

WITNESSED BY

DATE

1/01/05

UNIFORMS

The following will apply to Drivers, Warehouse and Shipping Personnel:

1. Delivery Drivers must wear Merchants uniform shirts during work hours.

Steve Adams

From: Steve Adams
Sent: Thursday, May 26, 2005 11:03 AM
To: Jimmy Triggs; Merle Rester
Cc: Hal Henson
Subject: Equipment Needs

Jimmy,

I sent you the information (Interdepartmental Mail) from Carolina Handling on what has been done so far and what remains to be done on our equipment. As we discussed yesterday, some items can wait to be repaired, while all safety issues need to be addressed ASAP. However, when I signed the write-ups, the Safety Issues are high-lighted in red and I had to initial that I was made aware of them. Since I am not the person responsible for making the call on these expenditures, I need you to instruct me on how to proceed in the continued use or non-use of these pieces of equipment. Please respond.

Thanks,
Steve

**DEFENDANT'S
EXHIBIT**

18

(21)

7/7/2005

DATE 7/01/2005 10:49 AM
PRORT#8 USER: MELANIEMERCHANTS FOODSERVICE
EMPLOYEE TURNOVER ANALYSIS REPORT
FROM 1/01/2003 TO 6/30/2005PAGE 1
COMPANY# 02
OS, Inc!

EMPLOYEE NUMBER	EMPLOYEE NAME	JOB CLASS	JOB TITLE	EMPLOYEE STATUS	DATE	TERM DATE	NUMBER MONTHS	TERMINATION REASON
16076	WILLIAM P CARTER	BUILDING MAINT.	FULL-TIME	7/16/03 H	6/15/04	12	FIRED-ATTENDANCE	
16778	RANDY W DAVIS	LIFT-PIR	FULL-TIME	2/18/05 H	3/23/05	1	QUIT-NO NOTICE	
19702	CASSANDRA S DENTON	RECCLERK	FULL-TIME	7/22/02 H	12/12/03	17	FIRED-ATTENDANCE	
16792	TERRI E DEVER	RECEIVING	FULL-TIME	2/25/05 H	5/25/05	3	QUIT-NO NOTICE	
16342	ANGELIA M DIXON	INV CONTROL CLS	FULL-TIME	2/20/04 H	3/04/05	13	RESIGNED W/NOTICE	
16760	BRADFORD H EDWARDS	RETURNS	FULL-TIME	1/30/05 H	2/20/05	1	QUIT-NO NOTICE	
16630	JERRY B ESTRADA	RECEIVING	FULL-TIME	10/05/04 H	3/18/05	6	RESIGNED W/NOTICE	
16077	DAVE P GALASSI	RECEIVING	FULL-TIME	7/16/03 H	9/07/03	2	QUIT NO CALL/NO SHOW	
19617	LLOYD C GODWIN	DAY SUP	FULL-TIME	10/02/01 H	7/23/03	22	FIRED	
16770	STEPHANIE M GRAY	LIFT-PIR	FULL-TIME	2/08/05 H	2/14/05	0	QUIT-NO NOTICE	
16848	CYNTHIA W HATCHER	LIFT-FRZ	FULL-TIME	4/06/05 H	5/23/05	1	FIRED-ATTENDANCE	
15946	YVONNE HUGGINS	RECEIVING	FULL-TIME	2/10/03 H	3/04/03	1	FIRED-ATTENDANCE	
19713	TRAVIS W JACKSON	BLDMINT	FULL-TIME	8/28/02 H	4/28/03	9	QUIT NO CALL/NO SHOW	
16078	THOMAS B KELLEY	RECEIVING	FULL-TIME	7/16/03 H	1/03/05	19	QUIT-NO NOTICE	
15996	TERRANCE KENNEDY	RECEIVING	FULL-TIME	4/07/03 H	7/20/04	15		
19639	SENECA KINSEY	TMldr	FULL-TIME	11/26/01 H	9/16/03	23	TRANSFER TO SALARY	
16259	TRAVIS E MARLER	LIFT-FRZ	FULL-TIME	12/08/03 H	1/23/04	2	QUIT-NO NOTICE	
16144	JERIS L McDANIEL	RECEIVING	FULL-TIME	9/15/03 H	11/13/03	2	FIRED-ATTENDANCE	
16584	DANTE G MILLNER	LIFT-DRY	FULL-TIME	9/07/04 H	3/02/05	7	QUIT-NO NOTICE	
16814	MATTHEW C MORGAN	LIFT-DRY	FULL-TIME	3/15/05 H	5/23/05	2	RESIGNED W/NOTICE	
16430	CHRISTOPHER H POWELL	RETURNS	FULL-TIME	6/21/04 H	1/07/05	8	RESIGNED W/NOTICE	
19696	LINDA S REEVES	RECEIVING	FULL-TIME	7/09/02 H	1/30/03	7	FIRED-INSUBORDINANT	
16085	CHRISTOPHER E REID	RECEIVING	FULL-TIME	7/21/03 H	11/14/03	4	QUIT-NO NOTICE	

(10)

DATE 7/01/2005 10:49 AM
PROR78 USER: MBLIANTEMERCHANTS FOODSERVICE
EMPLOYEE TURNOVER ANALYSIS REPORT
FROM 1/01/2003 TO 6/30/2005

PAGE 18

EMPLOYEE NUMBER	EMPLOYEE NAME	JOB CLASS	TITLE	EMPLOYEE STATUS	DATE	TERM DATE	NUMBER MONTHS	TERMINATION REASON	COMPANY#:	PAGE 1 OS, Inc!
** DIV : DEPT#- 13419 Shipping										
19715 AARON T AKERS										
16858 AGNES B ANELLO		SEL-DRY	FULL-TIME	CHECKER	8/29/02 H	5/12/03	10	QUIT NO CALL/NO SHOW		
19437 JOSEPH P BARBOUR		TM LDR	FULL-TIME		4/12/05 H	4/24/05	0	FIRED-ATTENDANCE		
15930 LEON BARLEY JR.		LOADER	FULL-TIME		8/15/00 H	12/31/04	52	TRANSFER TO SALARY		
16859 CASSANDRA A BOGAN		CHECKER	FULL-TIME		1/18/03 H	2/17/03	1	FIRED-ATTENDANCE		
16050 CHARLES D BOLDING		LOADER	FULL-TIME		4/12/05 H	5/24/05	1	QUIT NO CALL/NO SHOW		
16288 SOLOMON T BOSTIC		SEL-FRZ	FULL-TIME		7/09/03 H	8/10/03	1	QUIT NO CALL/NO SHOW		
16404 MARK A BRADLEY		SEL-FRZ	FULL-TIME		1/11/04 H	3/07/04	2	QUIT-NO NOTICE		
19725 BILLY J BRADSHAW		SEL-FRZ	FULL-TIME		4/18/04 H	5/09/04	1	QUIT-NO NOTICE		
16668 BILLY J BRADSHAW		SEL-FRZ	FULL-TIME		9/22/02 H	1/12/03	5	QUIT-NO NOTICE		
15977 JONATHAN L BROWN		SEL-FRZ	FULL-TIME		10/25/04 H	12/16/04	2	FIRED-COMPANY POLICY		
16119 MARLON K BROWN		SEL-DRY	FULL-TIME		3/16/03 H	4/21/03	1	QUIT NO CALL/NO SHOW		
16200 RONALD D BROWN		LOADER	FULL-TIME		6/14/03 H	1/29/04	6	QUIT NO CALL/NO SHOW		
16071 SONYA R BRYANT		CHECKER	FULL-TIME		10/19/03 H	10/24/03	0	FIRED-POOR PERFORMANCE		
15907 MARK A CAILLINES		SEL-DRY	FULL-TIME		7/14/03 H	9/05/03	2	RESIGNED W/NOTICE		
16797 TERRANCE A CASH		SEL-FRZ	FULL-TIME		1/05/03 H	1/31/03	0	QUIT-NO NOTICE		
16516 GREGORY L CASON		SEL-FRZ	FULL-TIME		3/02/05 H	3/07/05	0	QUIT NO CALL/NO SHOW		
16796 RICHARD K CHAMBERS		SEL-FRZ	FULL-TIME		7/25/04 H	8/17/04	1	QUIT NO CALL/NO SHOW		
16442 ROBERT L CHANEY, JR.		LOADER	FULL-TIME		2/28/05 H	3/14/05	1	QUIT-NO NOTICE		
16720 WILLIE L CHATTMAN		LOADER	FULL-TIME		7/01/04 H	7/08/04	0	FIRED-ATTENDANCE		
16222 WILLIE L CHATTMAN JR.		LOADER	FULL-TIME		12/06/04 H	4/21/05	5	QUIT-NO NOTICE		
16484 COREY L CHILDERS		LOADER	FULL-TIME		11/02/03 H	4/14/04	6	QUIT NO CALL/NO SHOW		
16714 DANNY C COOPER		LIFT-FRZ	FULL-TIME		7/19/04 H	9/09/04	2	FIRED-ATTENDANCE		
					12/02/04 H	4/04/05	5	QUIT-NO NOTICE		

12

DERRICK BLYTHE

2562342044

04/03/2007 16:12

DATE 7/01/2005 10:49 AM
PROR78 USER: MELANIE

** DIV : 19

DEPT#- 13419 Shipping
MERCHANTS FOODSERVICE
EMPLOYEE TURNOVER ANALYSIS REPORT
FROM 1/01/2003 TO 6/30/2005

EMPLOYER NUMBER	EMPLOYEE NAME	JOB CLASS	TITLE	EMPLOYEE STATUS	DATE	TERM DATE	NUMBER MONTHS	TERMINATION REASON
16515	CHARLES B COTTRELL	SEL-FRZ	FULL-TIME	7/26/04 H	1/02/05	7	QUIT-NO NOTICE	
16070	CHRISTINE H CRAIG	CHECKER	FULL-TIME	7/15/03 H	9/23/03	2	QUIT-NO NOTICE	
15912	DEDERICK A CROOM	SEL-DRY	FULL-TIME	1/14/03 H	3/05/03	2	QUIT NO CALL/NO SHOW	
16758	JAMES N DAVIS	SEL-FRZ	FULL-TIME	1/23/05 H	2/06/05	1	QUIT-NO NOTICE	
16049	THOMAS C DAVIS	SEL-DRY	FULL-TIME	7/09/03 H	10/15/03	3	QUIT-NO NOTICE	
16667	THOMAS C DAVIS	SEL-DRY	FULL-TIME	10/24/04 H	2/09/05	5	FIRED-INSUBORDINANT	
16817	THOMAS C DAVIS	SEL-DRY	FULL-TIME	3/14/05 H	6/08/05	3	QUIT-NO NOTICE	
19396	KATHY L DEAVERS	SEL-FRZ	FULL-TIME	7/09/00 H	9/25/03	38	QUIT NO CALL/NO SHOW	
16177	WARREN DENNIS	LOADER	FULL-TIME	10/07/03 H	11/11/03	1	QUIT-NO NOTICE	
16088	MICHAEL C DERAMUS	SEL-FRZ	FULL-TIME	7/21/03 H	8/10/03	1	QUIT NO CALL/NO SHOW	
16755	PHILLIP R DOWNS	LOADER	FULL-TIME	1/23/05 H	6/20/05	5	QUIT NO CALL/NO SHOW	
16029	JAMES M DUTTON	SBL-FRZ	FULL-TIME	6/22/03 H	8/13/03	2	FIRED-PREV ACCIDENT	
16142	JAMES B EDWARDS	LOADER	FULL-TIME	9/11/03 H	10/01/03	1	FIRED-POOR PERFORMANCE	
16340	JAMIE L EDWARDS	SEL-DRY	FULL-TIME	2/18/04 H	4/04/04	2	QUIT NO CALL/NO SHOW	
19744	MICHAEL W FAY	SHIPCLK	FULL-TIME	12/01/02 H	6/10/03	7	QUIT NO CALL/NO SHOW	
16407	ANTROINE L FEAGIN	LOADER	FULL-TIME	4/20/04 H	5/31/04	1	FIRED-ATTENDANCE	
16256	GREGORY S FLOYD	LOADER	FULL-TIME	12/04/03 H	12/14/03	0	QUIT-NO NOTICE	
16763	JACOB P FOSTER	LOADER	FULL-TIME	2/01/05 H	2/24/05	0	FIRED-POOR PERFORMANCE	
16730	ADRIAN T FREEMAN	SEL-DRY	FULL-TIME	12/13/04 H	1/26/05	2	QUIT-NO NOTICE	
16143	CONSTANCE R FREEMAN	CHECKER	FULL-TIME	9/09/03 H	9/15/03	0	QUIT NO CALL/NO SHOW	
15994	JERRY L FULMER	LOADER	FULL-TIME	3/30/03 H	6/13/05	27	RESIGNED W/NOTICE	
16122	READIS J GARNER III	SANITARI	FULL-TIME	8/20/03 H	2/04/05	19	RESIGNED W/NOTICE	
16197	BRIET GILMORE	CHECKER	FULL-TIME	10/15/03 H	11/10/03	1	FIRED-ABANDONED JOB	

EMPLOYEE NUMBER	EMPLOYEE NAME	JOB CLASS	TITLE	EMPLOYEE STATUS	DATE	TERM DATE	NUMBER MONTHS	TERMINATION REASON
** DIV : 19								
DEPT#- 13419 Shipping								
16079 HOWARD A GILMORE		SEL-DRY	FULL-TIME		7/20/03 H	7/31/03	0	FIRED-ATTENDANCE
16464 DANIEL J GLOVER		LOADER	FULL-TIME		7/11/04 H	8/05/04	1	FIRED-POOR PERFORMANCE
19695 IVAN E GORDON		SEL-DRY	FULL-TIME		7/08/02 H	3/09/03	9	FIRED-ATTENDANCE
16158 MICAH A CRISHAM		LOADER	FULL-TIME		9/23/03 H	11/13/03	2	QUIT-NO NOTICE
16027 DULCE M GUTIERREZ		CHECKER	FULL-TIME		6/22/03 H	10/13/03	4	QUIT-NO NOTICE
16445 ROBERT J GUYON		SEL-FRZ	FULL-TIME		7/05/04 H	8/11/04	1	FIRED-ATTENDANCE
16296 KEVIN V HARRIS		SEL-PIR	FULL-TIME		1/11/04 H	2/11/04	1	QUIT NO CALL/NO SHOW
16884 RODNEY C HARTLEY		SEL-FRZ	FULL-TIME		4/24/05 H	5/10/05	1	QUIT NO CALL/NO SHOW
19440 WILLIAM R HAYES		SEL-PIR	FULL-TIME		8/27/00 H	9/12/03	37	RESIGNED W/NOTICE
15995 JAMES R HEADLEY		LOADER	FULL-TIME		3/31/03 H	6/09/03	3	QUIT NO CALL/NO SHOW
16028 BRADLEY D HODGES		LOADER	FULL-TIME		6/22/03 H	7/07/03	1	QUIT-NO NOTICE
16824 THOMAS HOSECLOTH		SEL-DRY	FULL-TIME		3/09/05 H	3/29/05	0	QUIT-NO NOTICE
19746 ERIC M HOWARD		SEL-FRZ	FULL-TIME		12/01/02 H	2/27/04	15	RESIGNED W/NOTICE
16853 ANTWAN D HODSON		SEL-FRZ	FULL-TIME		4/07/05 H	5/08/05	1	FIRED-POOR PERFORMANCE
16490 JEREMY C INGRAM		SEL-FRZ	FULL-TIME		7/20/04 H	10/27/04	3	QUIT-NO NOTICE
16253 NATHAN V JEFFERSON		SEL-FRZ	FULL-TIME		12/03/03 H	12/08/03	0	QUIT NO CALL/NO SHOW
16264 NATHANIAL V JEFFERSON		SEL-FRZ	FULL-TIME		12/03/03 H	12/08/03	0	QUIT NO CALL/NO SHOW
16299 CEDRIC W JOHNSON		LOADER	FULL-TIME		1/13/04 H	4/04/04	3	QUIT NO CALL/NO SHOW
16401 JOHNATHAN JOHNSON		SEL-FRZ	FULL-TIME		4/15/04 H	5/03/04	1	QUIT-NO NOTICE
16333 WILLIAM B JOHNSON III		SEL-FRZ	FULL-TIME		2/11/04 H	4/11/04	2	QUIT NO CALL/NO SHOW
16553 PREDTON T JONES		LOADER	TEMPORARY		8/18/04 H	12/12/04	4	QUIT NO CALL/NO SHOW
19674 JIMMY L KENDRICK		TMLDR	PULL-TIME		6/27/02 H	12/31/04	30	TRANSFER TO SALARY
16278 JOE L KENNEDY		SEL-FRZ	FULL-TIME		1/04/04 H	4/27/04	3	QUIT-NO NOTICE

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PAGE 02

DEERRICK BLYTHE

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EMPLOYEE NUMBER

EMPLOYEE NAME

JOB CLASS

TITLE

EMPLOYEE STATUS

16595 JOE L KENNEDY

16258 LEON KENNEDY

16169 FRANKIE L KNIGHT

16159 CARMEN M LAMAR

15953 ANTHONY M LAW

16565 SAMMY L LEWIS

16138 JAMES E LYKES

16010 BRANDON H MATHIS

19747 ELLIS R MCMLIAN

16707 CATHY A MINS

16587 MICHAEL B MOORE

16362 BRANDON G MORROW

16872 JAMES L MORROW

16489 HENRY T NUNN

16564 JASON PARKER

16719 JEROME PARKER

19496 SANDRA G PARKER

16335 RONALD PETWAY

16757 PATRICK J PHELPS

15916 CEDRIC D PRICE

16527 ERIK RAY

16807 CHRIS G REDMON

16867 BARRIN D REED

MERCHANTS FOODSERVICE
EMPLOYEE TURNOVER ANALYSIS REPORT
FROM 1/01/2003 TO 6/30/2005

COMPANY#: 02

PAGE 4
OS, Inc!

EMPLOYEE NUMBER	EMPLOYEE NAME	JOB CLASS	TITLE	EMPLOYEE STATUS	DATE	TERM DATE	NUMBER OF MONTHS	TERMINATION REASON
** DIV : 19								
DEPT#- 13419 Shipping								
16595 JOE L KENNEDY	SEL-FRZ	TEMPORARY		9/13/04 H	2/07/05		6	QUIT-NO NOTICE
16258 LEON KENNEDY	SEL-DRY	FULL-TIME		12/09/03 H	8/12/04		9	RESIGNED W/NOTICE
16169 FRANKIE L KNIGHT	SEL-FRZ	FULL-TIME		9/28/03 H	10/01/03		1	FIRRED-ATTENDANCE
16159 CARMEN M LAMAR	SHIPCLK	PART-TIME		9/21/03 H	10/26/03		1	QUIT NO CALL/NO SHOW
15953 ANTHONY M LAW	LOADER	FULL-TIME		2/28/03 H	5/29/03		3	RESIGNED W/NOTICE
16565 SAMMY L LEWIS	SEL-DRY	FULL-TIME		8/25/04 H	9/27/04		1	QUIT NO CALL/NO SHOW
16138 JAMES E LYKES	CHECKER	FULL-TIME		9/10/03 H	10/13/03		1	FIRRED-POOR PERFORMANCE
16010 BRANDON H MATHIS	SEL-DRY	FULL-TIME		5/21/03 H	2/05/04		10	QUIT-NO NOTICE
19747 ELLIS R MCMLIAN	LOADER	FULL-TIME		12/10/02 H	1/13/03		2	FIRRED-POOR PERFORMANCE
16707 CATHY A MINS	LIFT-DRY	FULL-TIME		11/21/04 H	3/20/05		5	QUIT-NO NOTICE
16587 MICHAEL B MOORE	SEL-DRY	FULL-TIME		9/05/04 H	10/03/04		1	QUIT-NO NOTICE
16362 BRANDON G MORROW	SEL-DRY	FULL-TIME		3/09/04 H	6/22/04		3	QUIT-NO NOTICE
16872 JAMES L MORROW	LIFT-FRZ	FULL-TIME		4/17/05 H	4/25/05		0	FIRRED-PROPERTY DAMAGE
16489 HENRY T NUNN	LOADER	FULL-TIME		7/19/04 H	1/19/05		7	FIRRED-COMPANY POLICY
16564 JASON PARKER	SEL-DRY	FULL-TIME		8/23/04 H	8/29/04		0	QUIT NO CALL/NO SHOW
16719 JEROME PARKER	SEL-DRY	FULL-TIME		12/05/04 H	2/17/05		3	QUIT NO CALL/NO SHOW
19496 SANDRA G PARKER	SEL-PIR	FULL-TIME		11/13/00 H	1/05/04		39	QUIT NO CALL/NO SHOW
16335 RONALD PETWAY	SEL-DRY	FULL-TIME		2/16/04 H	3/15/04		1	QUIT-NO NOTICE
16757 PATRICK J PHELPS	LIFT-FRZ	FULL-TIME		1/24/05 H	2/01/05		1	QUIT-NO NOTICE
15916 CEDRIC D PRICE	LOADER	FULL-TIME		1/20/03 H	2/24/03		1	FIRRED-ATTENDANCE
16527 ERIK RAY	LIFT-FRZ	FULL-TIME		8/03/04 H	10/03/04		2	QUIT-NO NOTICE
16807 CHRIS G REDMON	CHECKER	FULL-TIME		3/08/05 H	3/11/05		0	QUIT NO CALL/NO SHOW
16867 BARRIN D REED	SEL-FRZ	FULL-TIME		4/14/05 H	3/25/05		1	QUIT NO CALL/NO SHOW

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PAGE 04

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EMPLOYEE TURNOVER ANALYSIS REPORT
FROM 1/01/2003 TO 6/30/2005

EMPLOYEE NUMBER	EMPLOYEE NAME	JOB CLASS	TITLE	EMPLOYEE STATUS	TERM DATE	TERM DATE	NUMBER MONTHS	TERMINATION REASON
15989	XBINO S REED	LOADER		FULL-TIME	3/23/03 H	6/15/03	3	FIRED-ABANDONED JOB
19719	CHRISTOPHER S ROBERTS SR.	LOADER		FULL-TIME	11/10/02 H	1/13/03	3	QUIT NO CALL/NO SHOW
19550	CHARLES ROBINSON	LIFT-DRY		FULL-TIME	3/20/01 H	10/16/03	31	QUIT-NO NOTICE
16563	NEAL ROBINSON	LOADER		FULL-TIME	8/23/04 H	9/26/04	1	FIRED-POOR PERFORMANCE
16485	TYRONE ROBINSON	LOADER		FULL-TIME	7/19/04 H	7/25/04	0	FIRED-POOR PERFORMANCE
16575	DONALD R ROLLINS	SEL-DRY		FULL-TIME	9/01/04 H	9/12/04	0	QUIT NO CALL/NO SHOW
16653	KELVIN ROLLINS	SEL-DRY		FULL-TIME	10/17/04 H	10/31/04	0	QUIT NO CALL/NO SHOW
16254	DARRICK S SATCKER	LOADER		FULL-TIME	12/03/03 H	12/05/03	0	QUIT NO CALL/NO SHOW
16815	MORGAN W SCARBROUGH	LIFT-FRZ		FULL-TIME	3/07/05 H	3/25/05	0	QUIT NO CALL/NO SHOW
16267	EARNEST D SCOTT	SEL-FRZ		FULL-TIME	12/17/03 H	5/09/04	6	RESIGNED W/NOTICE
19724	JAMES A SECKMAN	SEL-FRZ		FULL-TIME	9/22/02 H	11/28/03	14	QUIT-NO NOTICE
16109	JASON L SHELL	SEL-FRZ		FULL-TIME	7/31/03 H	8/24/03	1	RESIGNED W/NOTICE
16216	STEVEN M SHIMEK	CHECKER		FULL-TIME	10/28/03 H	11/24/03	1	QUIT NO CALL/NO SHOW
19647	JOHN W SHIVER	LIFT-FRZ		FULL-TIME	12/11/01 H	3/07/03	16	RESIGNED W/NOTICE
16777	KRISTY G SHUFF	CHECKER		FULL-TIME	2/13/05 H	4/07/05	2	FIRED-ABANDONED JOB
19679	TERRY A SIMS	LIFT-FRZ		FULL-TIME	6/30/02 H	10/02/03	16	QUIT-NO NOTICE
19735	JAMES M SMART	SEL-FRZ		FULL-TIME	10/30/02 H	3/09/05	30	QUIT-NO NOTICE
16463	JAMES M SMART	SEL-FRZ		FULL-TIME	11/11/04 F	4/06/05	6	QUIT-NO NOTICE
15947	GREGORY T SMITH	SEL-FRZ		FULL-TIME	2/13/03 H	5/12/03	3	QUIT NO CALL/NO SHOW
16679	PATRICK SMITH	FORKLIFT		FULL-TIME	10/31/04 H	12/29/04	2	QUIT-NO NOTICE
16176	SCOTT T SMITH	CHECKER		FULL-TIME	10/05/03 H	1/25/04	4	RESIGNED W/NOTICE
19736	TERRY A SMITH	LOADER		FULL-TIME	10/28/02 H	5/12/03	8	QUIT-NO NOTICE
15932	PAUL K SOLTISICK	CHECKER		FULL-TIME	2/03/03 H	4/20/03	2	QUIT NO CALL/NO SHOW

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PAGE 05

MERCHANTS FOODSERVICE
EMPLOYEE TURNOVER ANALYSIS REPORT
FROM 1/01/2003 TO 6/30/2005COMPANY# : 02
PAGE 6
QS, Inc!

EMPLOYER NUMBER	EMPLOYEE NAME	JOB CLASS	TITLE	EMPLOYEE STATUS	DATE	TERM DATE	NUMBER MONTHS	TERMINATION REASON
** DIV : 19	DEPT#- 13419 Shipping							
16127 MARTY D SPARCE	SEL-PR	FULL-TIME		8/28/03 H	2/18/04	7	QUIT NO CALL/NO SHOW	
16297 MICHAEL P SPIGNER	LIFT-FRZ	FULL-TIME		1/11/04 H	6/06/05	17	FIRED-THEFT	
15951 MICHAEL R STIGER	LIFT-DRY	FULL-TIME		2/23/03 H	5/04/03	3	QUIT-NO NOTICE	
16849 KYLE L STRENGTH	SEL-DRY	FULL-TIME		4/03/05 H	5/02/05	1	QUIT NO CALL/NO SHOW	
16030 SUE A TAYLOR	SHIPCLK	FULL-TIME		6/22/03 H	9/05/03	3	QUIT NO CALL/NO SHOW	
16059 LONZA B TINSLEY	LOADER	FULL-TIME		7/13/03 H	5/29/04	11	QUIT-NO NOTICE	
16756 LATESHIA V TUCKER	CHECKER	FULL-TIME		1/23/05 H	2/01/05	1	FIRED-ATTENDANCE	
16444 JERRY J TYUS	LOADER	FULL-TIME		7/05/04 H	7/30/04	0	QUIT-NO NOTICE	
19594 RODERICK M UNDERWOOD	SEL-DRY	FULL-TIME		8/07/01 H	1/21/04	30	QUIT NO CALL/NO SHOW	
16405 LEROY K VARNER	LOADER	FULL-TIME		4/18/04 H	12/05/04	8	QUIT-NO NOTICE	
15957 PATRICK N VINSON	LOADER	FULL-TIME		3/02/03 H	3/09/03	0	FIRED- POOR PERFORMANCE	
19371 RODNEY O WARE	SEL-FRZ	FULL-TIME		4/23/00 H	2/14/03	35	TRANSFER TO SALARY	
16268 JARVIS L WATKINS	LOADER	FULL-TIME		12/17/03 H	1/09/04	2	FIRED-ABANDONED JOB	
16146 VERADELL WATKINS	SEL-DRY	FULL-TIME		2/22/04 H	5/20/04	3	QUIT-NO NOTICE	
16214 MARCUS C WEAVER	LIFT-FRZ	FULL-TIME		10/27/03 H	5/04/04	8	QUIT NO CALL/NO SHOW	
15913 HENRY J WHITE	SEL-DRY	FULL-TIME		1/15/03 H	2/09/03	1	QUIT NO CALL/NO SHOW	
16369 DONNELL WILLIAMS	LIFT-DRY	FULL-TIME		3/15/04 H	5/13/04	2	FIRED-POOR PERFORMANCE	
16185 PHILLIP D WILLIAMS	CHECKER	FULL-TIME		10/14/03 H	6/29/04	9	RESIGNED W/NOTICE	
19619 CEDRIC K WORKS	CHECKER	FULL-TIME		10/14/01 H	7/09/03	22	FIRED	
16117 BRODERICK S WRIGHT	LOADER	FULL-TIME		8/13/03 H	2/18/04	7	MEDICAL REASONS	
16186 CURTIS W WYATT	LOADER	FULL-TIME		10/14/03 H	4/07/05	19	FIRED-ABANDONED JOB	
** DEPT: 13419 TOTALS **	ACTIVE EMPLOYERS =	32	TERMINATED EMPLOYEES =	136			PERCENT TURNOVER =	425.00 %
** DIV : 19 TOTALS **	ACTIVE EMPLOYERS =	32	TERMINATED EMPLOYEES =	136			PERCENT TURNOVER =	425.00 %
** COMPANY 02 TOTALS **	ACTIVE EMPLOYERS =	32	TERMINATED EMPLOYEES =	136			PERCENT TURNOVER =	425.00 %

DEFENDANT'S
EXHIBIT

20

July 11, 2005

PLEASE ACCEPT THIS LETTER AS MY
NOTICE OF RESIGNATION. I WILL WORK
WHATEVER NOTICE YOU REQUIRE.

I CAN NO LONGER TOLERATE WORKING
UNDER THE STRESS & PRESSURE THAT SEEMS
TO BE A DAILY OCCURRENCE. NOTING I
WAS TOLD DURING THE INTERVIEW PROCESS
HAS TURNED OUT TO BE TRUTHFUL. HOURS
EXPECTED OR REQUIRED TO BE WORKED,
TIME OFF, STANDBY & SECURE WORKFORCE,
ETC... LEAVING SYSCO TO COME TO WORK
HERE WAS THE BIGGEST MISTAKE I'VE EVER
MADE.

Steve Adams

~~STEVE ADAMS~~

IN THE CIRCUIT COURT OF CHILTON COUNTY
AT CLANTON, ALABAMA

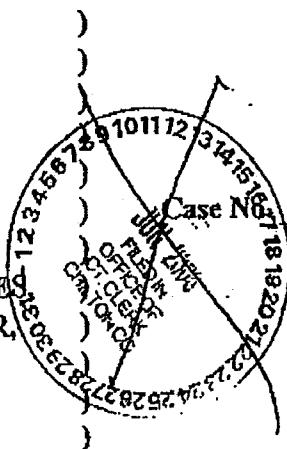
STEVE ADAMS,

Plaintiff,

v.

MERCHANTS FOOD SERVICES,
DON SUBER, ANDY MERCIER,
AND HAL HENSON,

Defendants.



CV-D6-204 B

DEFENDANT'S
EXHIBIT

21

COMPLAINT

COMES NOW the Plaintiff, Steve Adams, who shows unto this Honorable Court the following, to wit:

1. On or about the 15th day of August, 2004, the Plaintiff was contacted by Defendant Merchants Food Services (herein Defendant Merchants) about possible employment with Defendant Merchants. Defendant Merchants contacted Plaintiff while he was still employed with Sysco Foods.
2. Defendant Merchants persistently pursued Plaintiff, and Plaintiff finally agreed to an interview once he learned of the potential salary with the new position.
3. Defendant Hal Henson (herein Defendant Henson), General Manager, Defendant Andy Mercier (herein Defendant Mercier), Corporate Vice President, and Don Suber (herein Defendant Suber), Corporate President, interviewed Plaintiff on or about the 28th day of August, 2004. During the interview, Defendants Henson, Mercier, and Suber made certain representations about certain aspects of the employment to Plaintiff, including, but not limited to, the following:

- a. Plaintiff would only be required to work 8 to 8.5 hours a day or 40 to 42 hours a week;
- b. Plaintiff would have flexibility in setting his own hours;
- c. Plaintiff would only have to work a few nights on the night shift to get acquainted with that shift and the crew working that shift;
- d. Plaintiff would only have to work two (2) Saturdays per year for the purpose of physical inventory, and if Plaintiff did have to work a Saturday for anything other than the purpose of the inventory, he would be compensated with a day off; and
- e. Plaintiff was told that he would not have to worry about vacation time at Merchants and that he would not have to wait the usual 12 months before receiving time off, since he was giving up 17 days of vacation a year with his then current employer, Sysco – Defendant Henson told Plaintiff that he would allow him to take vacation time.

4. After an official offer of employment, including salary, was made to Plaintiff, he decided to accept the offer extended by Defendant Merchants, based on the aforementioned representations made by the Defendants to Plaintiff.

5. Once Plaintiff accepted employment with Defendant Merchants and began his tenure there, he learned that the representations that Defendants had made to him during his interview (¶ 3, supra) were false and misleading, as evidenced by, but not limited to, the following:

- a. Throughout his 10.5 month employment with Merchants, Plaintiff was required to work 9 to 9.5 hours a day;
- b. Plaintiff was not allowed the flexibility of setting his own hours;
- c. Throughout his employment with Merchants, Plaintiff worked a total of 10 weeks on the night shift;
- d. Throughout his employment with Merchants, Plaintiff was required to work a total of 8 Saturdays (6 more than what Plaintiff was told

during his interview), without being compensated either monetarily or with any time off from work, as he was promised; and

- e. Throughout his employment with Merchants, Plaintiff was not allowed any time off, as was promised during his interview.

COUNT I

6. Plaintiff hereby adopts those statements contained in the previous paragraphs and incorporates them herein as though set out in their entirety.

7. At all times relevant hereto, Defendants had a duty to Plaintiff to speak the truth regarding his possible employment with Defendant Merchants and the aforementioned aspects of his employment.

8. Defendants intentionally, recklessly, and/or innocently made certain false representations of material existing facts prior to Plaintiff's employment with Defendant Merchants, in an effort to induce Plaintiff's action on the false representations.

9. In fact, Plaintiff did act on the false representations of material existing facts.

10. As a proximate result of Defendants' false representations, Plaintiff has suffered, and continues to suffer, harm, loss, and/or damage.

WHEREFORE, Plaintiff demands judgment against Defendants in an amount determined by an enlightened trier of fact, plus costs and interest. In addition, Plaintiff seeks any other remedies at law or equity that are available to him but not specifically set out herein.

COUNT II

11. Plaintiff hereby adopts those statements contained in the previous paragraphs one through 10 and incorporates them herein as though set out in their entirety.

12. A confidential relationship and/or special relationship existed between Plaintiff and Defendants by virtue of the superiority of Defendants' knowledge

concerning the true facts surrounding the inducement of Plaintiff and the truth concerning the aspects of Plaintiff's employment with Defendant Merchants.

13. As a result of this relationship, Defendants had a duty to disclose the aforementioned material facts (¶¶ 3 and 5, supra).

14. As a proximate consequence of the suppression and/or misrepresentation of material facts as alleged and Plaintiff's reliance on such, Plaintiff was caused to suffer pecuniary loss, missed employment opportunities, expenses, and mental anguish.

15. Plaintiff demands punitive damages of the Defendants due to the intentional, reckless, and gross actions and/or omissions of the Defendants.

WHEREFORE, Plaintiff demands judgment against Defendants in an amount determined by an enlightened trier of fact, plus costs and interest. In addition, Plaintiff seeks any other remedies at law or equity that are available to him but not specifically set out herein.

DATED this the 13 day of June, 2006.


Derrick Blythe (BLY 002)
Attorney for Plaintiff
126 Marshall Street
Alexander City, Alabama 35010
(256) 234-4101

Exhibit B**AFFIDAVIT**

TALLAPOOSA COUNTY)
STATE OF ALABAMA)

I, STEVE ADAMS, the undersigned, hereby swear and affirm that the following is true and correct to the best of my knowledge:

On or about August 15, 2004, I was contacted by the Defendant, Merchants Food Services (herein Defendant Merchants) about possible employment with Defendant Merchants. Defendant Merchants contacted me while I was still employed with Sysco Foods.

Defendant Merchants persistently pursued me, and I finally agreed to an interview once I learned of the potential salary with the new position.

Defendant Hal Henson (herein Defendant Henson), General Manager, Defendant Andy Mercier (herein Defendant Mercier), Corporate Vice President, and Don Suber (herein Defendant Suber), Corporate President, interviewed me on August 28, 2004. During the interview, Defendants Henson, Mercier, and Suber made representations about certain aspects of the employment to me, including, but not limited to, the following:

- a. I would only be required to work 8 to 8.5 hours a day or 40 to 42 hours a week;
- b. I would have flexibility in setting my own hours;
- c. I would only have to work a few nights on the night shift to get acquainted with that shift and the crew working that shift;
- d. I would only have to work two (2) Saturdays per year for the purpose of physical inventory, and if I did have to work a Saturday for anything other than the purpose of the inventory, I would be compensated with a day off; and
- e. I was told that I would not have to worry about vacation time at Merchants and that I would not have to wait the usual 12 months before receiving time off, since I was giving up 17 days of vacation a year with my then current employer, Sysco – Defendant Henson told me that he would allow me to take vacation time.

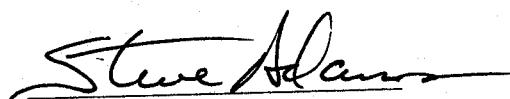
After an official offer of employment, including salary, was made to me, I decided to accept the offer extended by Defendant Merchants, based on the aforementioned representations made by the Defendants to me.

Once I accepted employment with Defendant Merchants and began my tenure there, I learned that the representations that Defendants had made to me during my interview were false and misleading, as evidenced by, but not limited to, the following:

- a. Throughout my 10.5 month employment with Merchants, I was required to work 9 to 9.5 hours a day;
- b. I was not allowed the flexibility of setting my own hours;
- c. Throughout my employment with Merchants, I worked a total of 10 weeks on the night shift;
- d. Throughout my employment with Merchants, I was required to work a total of 8 Saturdays (6 more than what I was told during my interview), without being compensated either monetarily or with any time off from work, as I was promised; and
- e. Throughout my employment with Merchants, I was not allowed any time off, as was promised during my interview.

Put plainly, I was lied to about the job and its conditions. These lies made me give up a great job.

Further the affiant sayeth not.



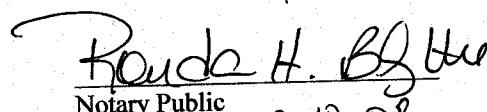
STEVE ADAMS

STATE OF ALABAMA

COUNTY OF TALLAPOOSA

I, Ronda H. Blythe, the undersigned authority, a Notary Public in and for said State and County, do hereby certify that STEVE ADAMS whose name is signed to the foregoing instrument and who is known to me, acknowledged before me this day, that being informed of the contents of this instrument he executed the same voluntarily on the day same bears date.

Witness my hand and seal this the 11th day of July, 2007.



Ronda H. Blythe

Notary Public

Expiration:

03-10-08